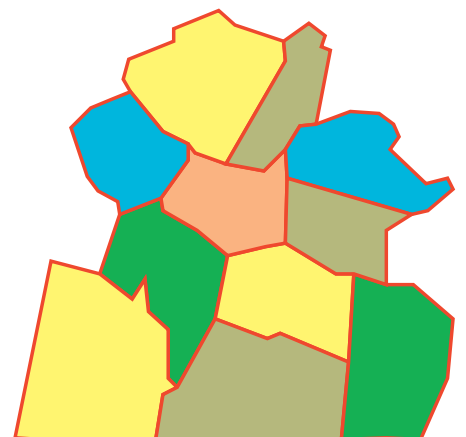
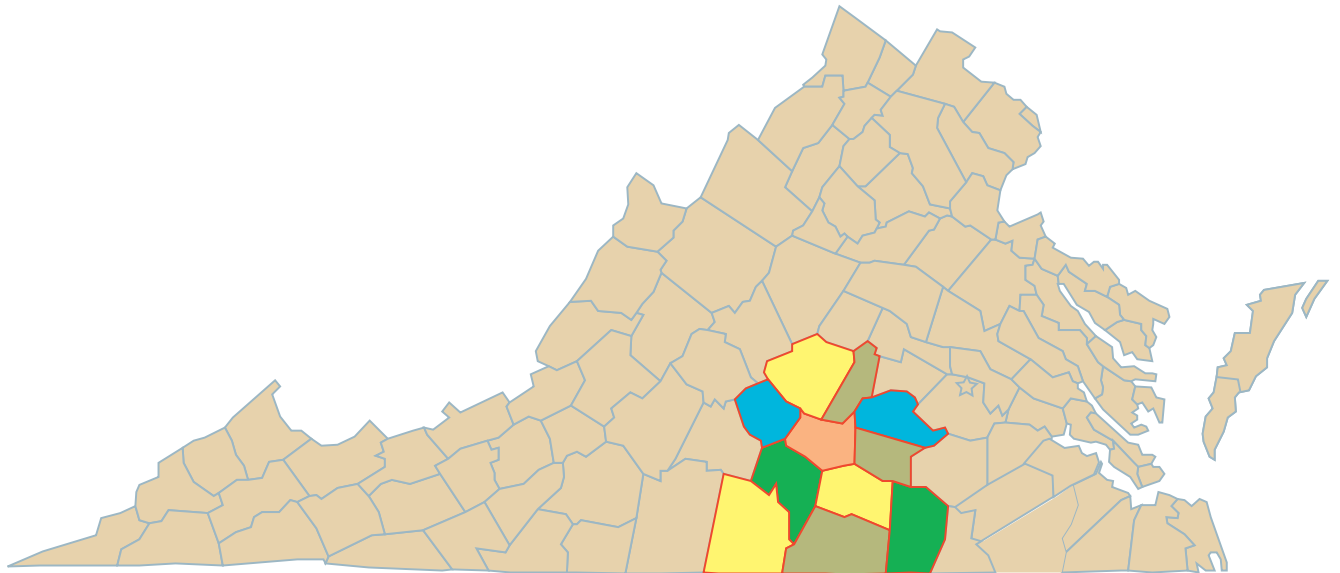
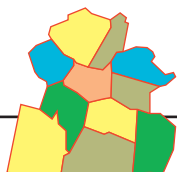


# Community Profile of WIA VIII

Amelia County • Appomattox County • Brunswick County • Buckingham County •  
Charlotte County • Cumberland County • Halifax County • Lunenburg County •  
Mecklenburg County • Nottoway County • Prince Edward County

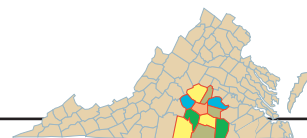




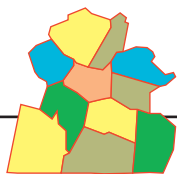


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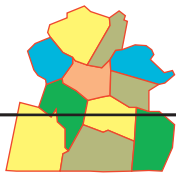


### Executive Summary

This report provides a demographic, economic, and educational profile of Workforce Investment Area VIII (WIA VIII), South Central. The purpose of these profiles is to assist on-going strategic planning efforts by providing a solid, data-driven, foundation for strategic decision-making. The primary findings from this report are:

- Between 2000 and 2010, WIA VIII will experience a major increase in its 55 and over population. The net result of this trend will be a significant “graying” of the overall population.
- One implication of this trend is that younger entry-level workers will be in short supply.
- WIA VIII is experiencing, and will likely continue to experience, a shift away from employment in Manufacturing and toward employment in Services and Retail Trade.
- One implication of this shift is that the Service sector – specifically, health care and education – is expected to account for much of the demand for trained workers between 1998 and 2008.
- Another implication is likely downward pressure on wages. Whereas Manufacturing comprised the 4<sup>th</sup> highest wage sector in the local economy, Retail Trade ranks 16<sup>th</sup>, Education 10<sup>th</sup>, and Health Care 9<sup>th</sup>.





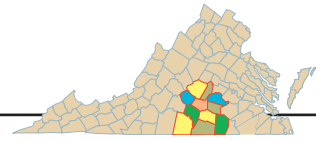
### I. Introduction

This report provides a community profile of Workforce Investment Area VIII (WIA VIII). It was produced by the Virginia Employment Commission, with assistance from the Virginia Community College System and the Virginia Economic Development Partnership, at the request of the Special Advisor to the Governor for Workforce Development. It is intended to assist on-going strategic planning efforts within the Workforce Investment Boards by providing a solid, data-driven, foundation for strategic decision-making.

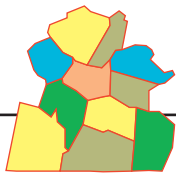
The report is divided into four major sections. The first contains a profile of regional demographic characteristics and trends, the second supplies similar information for the regional economy, and the third provides a profile of regional education characteristics and projected demands for training and skills. These are followed by a summary and conclusion section.

# WIA VIII

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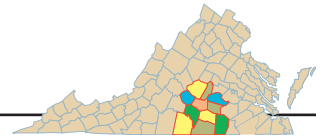




## II. Demographic Profile

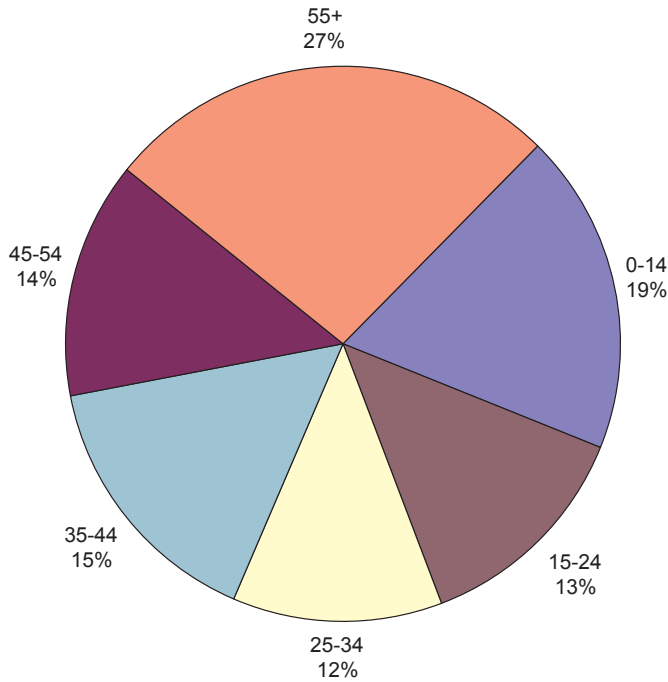
Population demographics are the single most important factor affecting WIA VIII's future labor force. Some key features of the area's population are as follows:

- Tends to be slightly older. Where statewide individuals who are 55 and older comprise 20 percent of the population, in WIA VIII they comprise 27 percent of the population.
- Larger proportion of minorities. Where statewide minorities comprise 28 percent of the overall population, in WIA VIII they comprise 40 percent of the population.
- Projected to increase by 8,744 persons (or 4.4 percent) between 2000 and 2010. The largest increase is expected in Prince Edward County (2,780), followed by Amelia County (2,000) and Buckingham County (1,377). Halifax and Nottoway counties are projected to lose population (-850 and -25 respectively).
- Smaller proportion of individuals who "speak English less than well". Where statewide the proportion of individuals five and older who speak English less than well is 2.2 percent, in WIA VIII it is only 0.7 percent.
- Mecklenburg County draws the largest number of in-commuters (3,673) of any locality within WIA VIII, followed by Prince Edward County (2,966) and Halifax County (2,208). Whereas the majority of Mecklenburg and Prince Edward counties' in-commuters originate from within WIA VIII, the majority of Halifax County's in-commuters come from outside WIA VIII. On the whole, WIA VIII is a net exporter of workers with 5,610 individuals commuting into the area for work, while 20,315 of the area's residents commute to localities outside of WIA VIII for work.

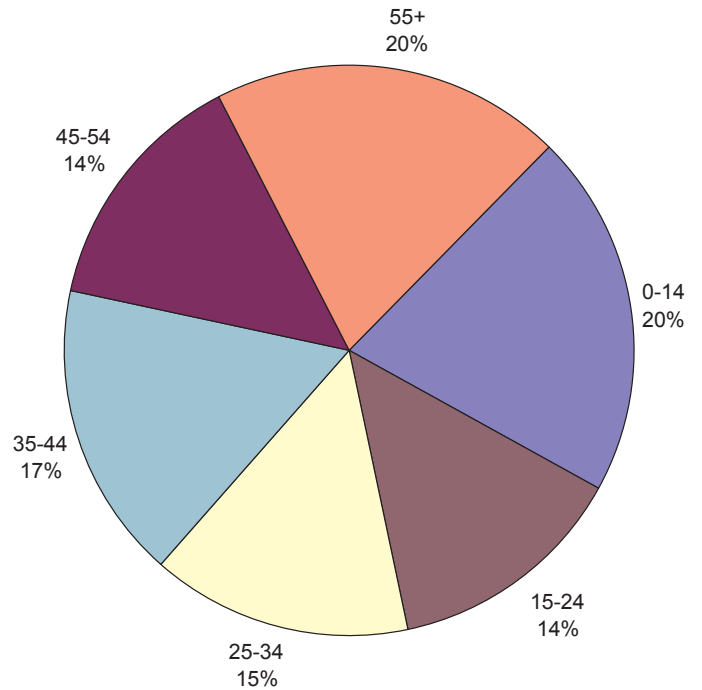


## Population by Age Cohort

**WIA VIII**



**Virginia**



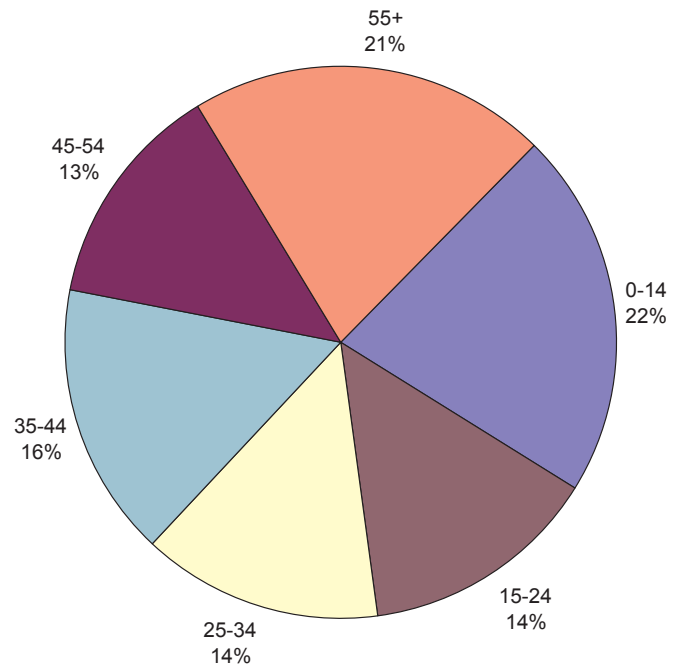
**WIA VIII**

0-14	36,924
15-24	26,098
25-34	24,399
35-44	30,650
45-54	27,733
55+	53,140
<b>Total</b>	<b>198,962</b>

**Virginia**

0-14	1,453,452
15-24	963,469
25-34	1,036,911
35-44	1,200,950
45-54	999,548
55+	1,424,169
<b>Total</b>	<b>7,078,494</b>

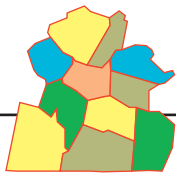
**United States**



**United States**

0-14	60,253,375
15-24	39,183,890
25-34	39,891,724
35-44	45,148,527
45-54	37,677,952
55+	59,266,437
<b>Total</b>	<b>281,421,906</b>

Subparts may not add to total due to rounding.  
Source: 2000 Census.

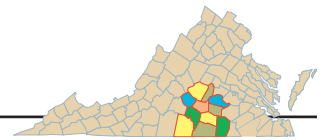


### Population by Race/Ethnicity

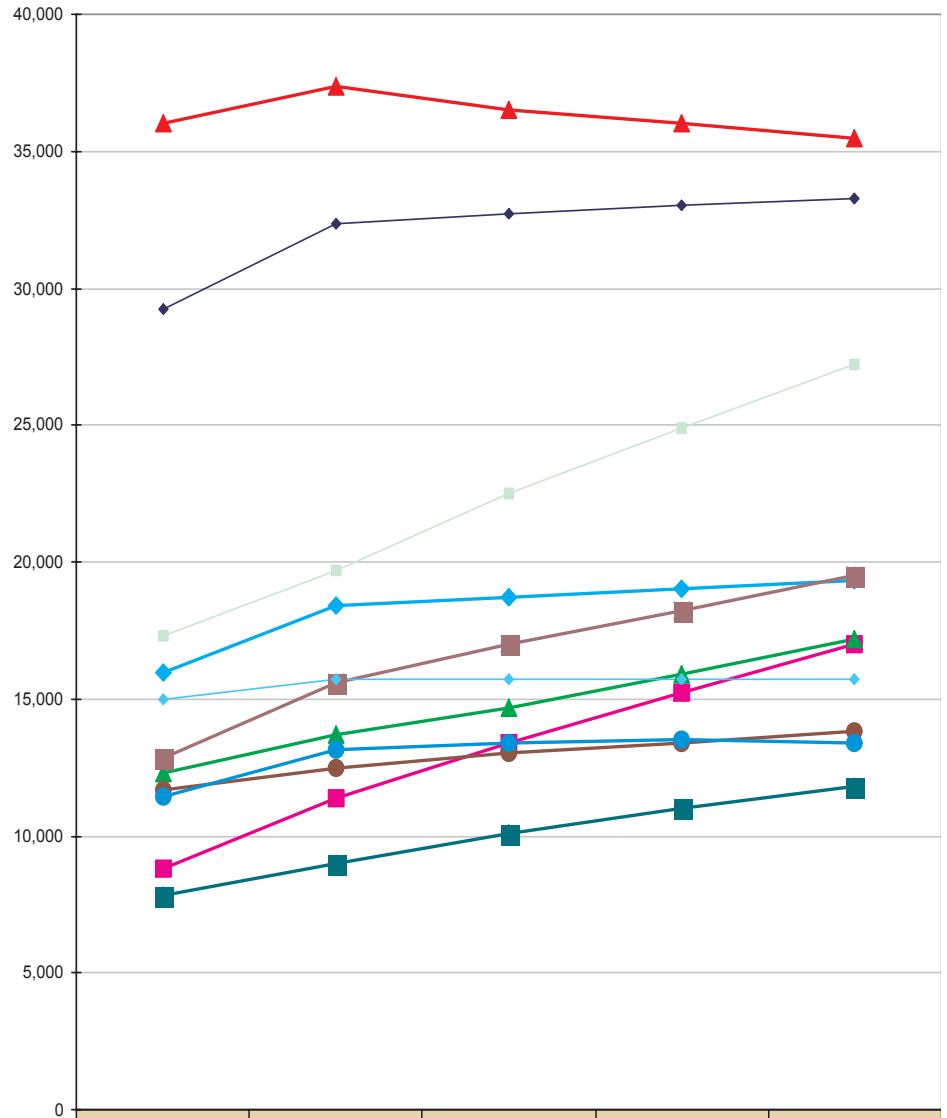
WIA VIII		
Total Population	198,962	100.0%
Race		
White	119,769	60.2%
Black or African American	75,761	38.1%
American Indian and Alaska Native	351	0.2%
Asian	546	0.3%
Native Hawaiian and Other Pacific Islander	44	—
Other and Multi-Race	2,491	1.3%
Ethnicity		
Hispanic or Latino (of any race)	2,389	1.2%

Virginia		
Total Population	7,078,515	100.0%
Race		
White	5,120,110	72.3%
Black or African American	1,390,293	19.6%
American Indian and Alaska Native	21,172	0.3%
Asian	261,025	3.7%
Native Hawaiian and Other Pacific Islander	3,946	0.1%
Other and Multi-Race	281,969	4.0%
Ethnicity		
Hispanic or Latino (of any race)	329,540	4.7%

United States		
Total population	281,421,906	100.0%
Race		
One race	274,595,678	97.6%
White	211,460,626	75.1%
Black or African American	34,658,190	12.3%
American Indian and Alaska Native	2,475,956	0.9%
Asian	10,242,998	3.6%
Native Hawaiian and Other Pacific Islander	398,835	0.1%
Other and Multi-Race	22,185,301	7.9%
Ethnicity		
Hispanic or Latino (of any race)	35,305,818	12.5%



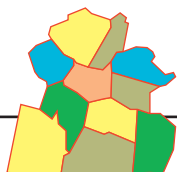
## Population Change



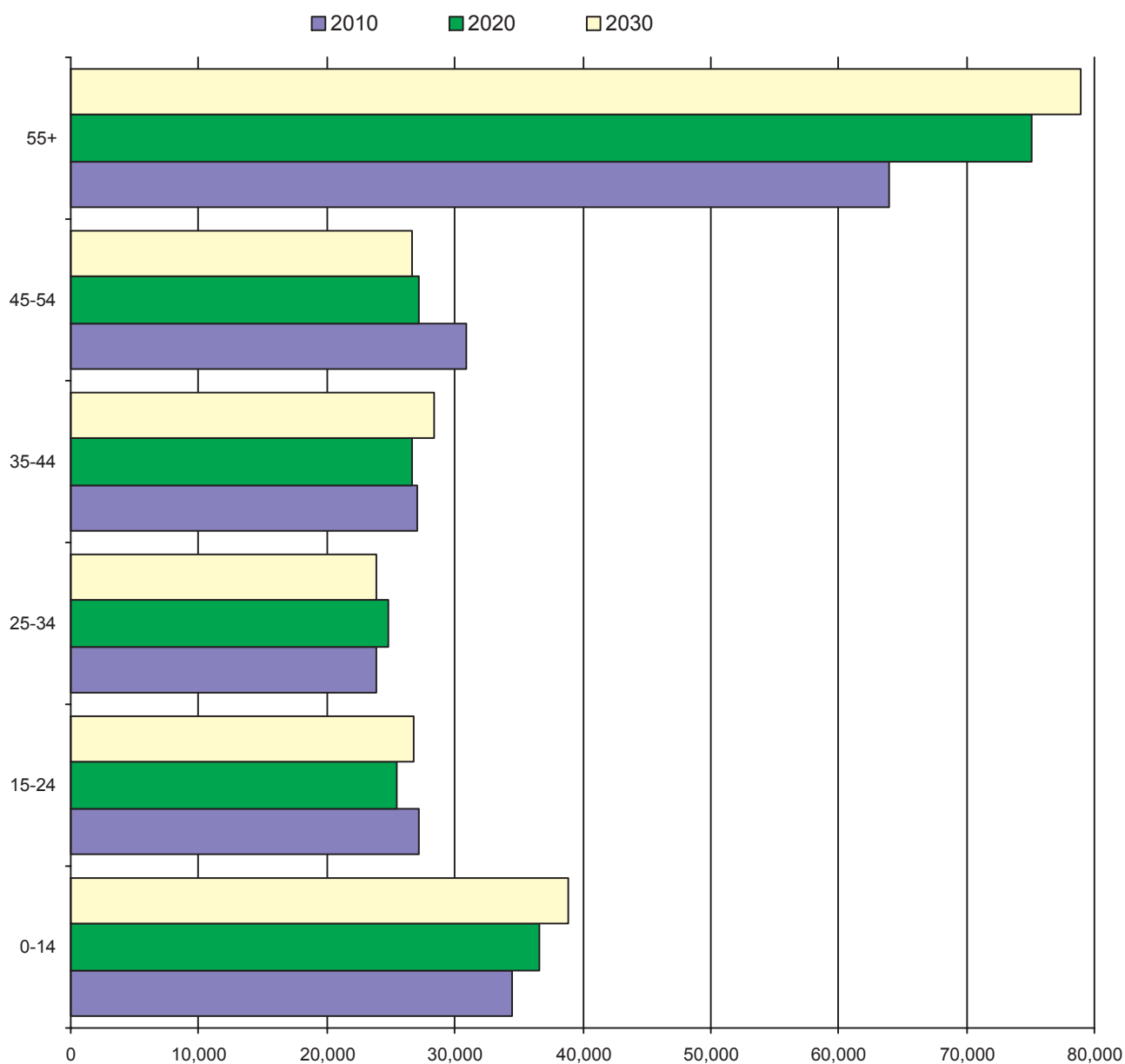
	1990	2000	2010	2020	2030
Amelia County	8,787	11,400	13,400	15,200	17,000
Appomattox County	12,298	13,705	14,700	15,900	17,200
Brunswick County	15,987	18,419	18,700	19,000	19,300
Buckingham County	12,873	15,623	17,000	18,200	19,500
Charlotte County	11,688	12,471	13,000	13,400	13,800
Cumberland County	7,825	9,017	10,100	11,000	11,800
Halifax County	36,030	37,350	36,500	36,000	35,500
Lunenburg County	11,419	13,146	13,400	13,500	13,400
Mecklenburg County	29,241	32,380	32,700	33,000	33,300
Nottoway County	14,993	15,725	15,700	15,700	15,700
Prince Edward County	17,320	19,720	22,500	24,900	27,200
<b>Total</b>	<b>178,461</b>	<b>198,956</b>	<b>207,700</b>	<b>215,800</b>	<b>223,700</b>

Data for 2010 - 2030 are projections. Subparts may not add to total due to rounding.

Source: Virginia Employment Commission, 08/03, U.S. Census Bureau.



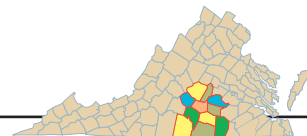
### Population Projections by Age Cohort



	2010	2020	2030
0-14	34,539	36,594	38,930
15-24	27,241	25,423	26,844
25-34	23,940	24,833	23,880
35-44	27,128	26,676	28,454
45-54	30,862	27,225	26,680
55+	63,990	75,050	78,914
<b>Total</b>	<b>207,700</b>	<b>215,800</b>	<b>223,700</b>

Subparts may not add to total due to rounding.

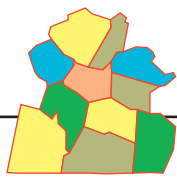
Source: Virginia Employment Commission.



## English Language Skills

(Age 5 and over)

WIA VIII		
	Total	Speak English less than well
Amelia County	10,694	32
Appomattox County	12,871	80
Brunswick County	17,549	56
Buckingham County	14,870	34
Charlotte County	11,814	60
Cumberland County	8,468	60
Halifax County	35,201	181
Lunenburg County	12,489	112
Mecklenburg County	30,629	309
Nottoway County	14,855	145
Prince Edward County	18,807	172
<b>WIA VIII</b>	<b>188,247</b>	<b>1,241</b>
<b>Virginia</b>	<b>6,619,266</b>	<b>143,865</b>
<i>Percent of Individuals who speak English less than well</i>		
Virginia	2.17%	
WIA VIII	0.66%	



### Commuting Patterns<sup>1</sup>

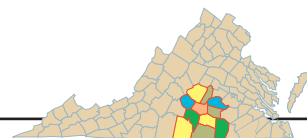
	In-Commute (To)										
	Amelia	Appomattox	Brunswick	Buckingham	Charlotte	Cumberland	Halifax	Lunenburg	Mecklenburg	Nottoway	Prince Edward
Out-Commute (From)	Amelia		7				15	8		226	122
	Appomattox	14		113	37	8					164
	Brunswick			6				74	1,005	107	
	Buckingham		52		35	126	19	13	15	29	465
	Charlotte	14	177	19	24	5	345	71	565	64	505
	Cumberland	30	24		258		10	13		62	697
	Halifax		12		58				409	7	22
	Lunenburg	64		64	327	5	63		782	654	233
	Mecklenburg	8	13	540	205		516	117		71	19
	Nottoway	217	12	36	14	28	11	9	195	79	370
	Prince Edward	160	166	18	203	199	189	14	49	55	342
	Total To County/City From WIA VIII	507	456	684	618	889	344	991	540	2,910	1,562
	Other VA Localities	277	744	462	465	124	150	963	86	308	532
	North Carolina	6		227		50		235	4	455	9
	Other Out of State	30		32		36	2	19		25	36
	<b>Total to County/ City:</b>	<b>820</b>	<b>1,200</b>	<b>1,405</b>	<b>1,083</b>	<b>1,099</b>	<b>496</b>	<b>2,208</b>	<b>630</b>	<b>3,673</b>	<b>2,128</b>
	Total In State	784	1,200	1,146	1,083	1,013	494	1,954	626	3,218	2,094
	Total Out of State	36	0	259	0	86	2	254	4	455	34

Source: "In-Commuting Patterns" and "Out-Commuting Patterns," 2000 Census data, Virginia Employment Commission, [http://www.vec.state.va.us/vecportal/lbrmkt/lmi\\_menu.cfm](http://www.vec.state.va.us/vecportal/lbrmkt/lmi_menu.cfm)

1. Empty cells within the table indicate that the area's commuting represents less than .2% of total commuting or may be zero.
2. Total Commuting to/from WIA= Other VA Localities + Out of State

Example of how to use the Commuting Patterns table:

**"How many of Cumberland's residents commute to Amelia County?"** On the horizontal or To axis, locate the column labeled Amelia. On the vertical or From axis, locate the row labeled Cumberland. The intersection of the row and column, 30, is the number of Cumberland's resident that commute to Amelia County.



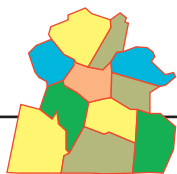
## Commuting Patterns<sup>1</sup>

Out-Commute (From)		Total From County/ City To WIA VIII	Other VA Localities	North Carolina	Other Out of State	Total From County/ City:	Total In State	Total Out of State
	Amelia	378	3,259		11	<b>3,648</b>	3,637	11
	Appomattox	336	3,297		14	<b>3,647</b>	3,633	14
	Brunswick	1,192	1,734	266		<b>3,192</b>	2,926	266
	Buckingham	754	2,326		63	<b>3,143</b>	3,080	63
	Charlotte	1,789	797	37	15	<b>2,638</b>	2,586	52
	Cumberland	1,094	1,685		15	<b>2,794</b>	2,779	15
	Halifax	508	1,779	922	16	<b>3,225</b>	2,287	938
	Lunenburg	2,192	417	11	16	<b>2,636</b>	2,609	27
	Mecklenburg	1,489	733	795	63	<b>3,080</b>	2,222	858
	Nottoway	971	1,287			<b>2,258</b>	2,258	0
	Prince Edward	1,395	715	23	19	<b>2,152</b>	2,110	42

### Total WIA Commuting<sup>2</sup>

Total Commuting To WIA:	5,610
Total Commuting From WIA:	20,315





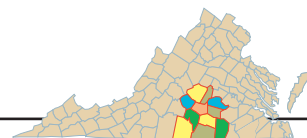
### III. Economic Profile

Where population demographics provide information on underlying trends within the labor force, economic data provides more detailed information on the likely demand for specific types of workers. Some key features of WIA VIII's economy are as follows:

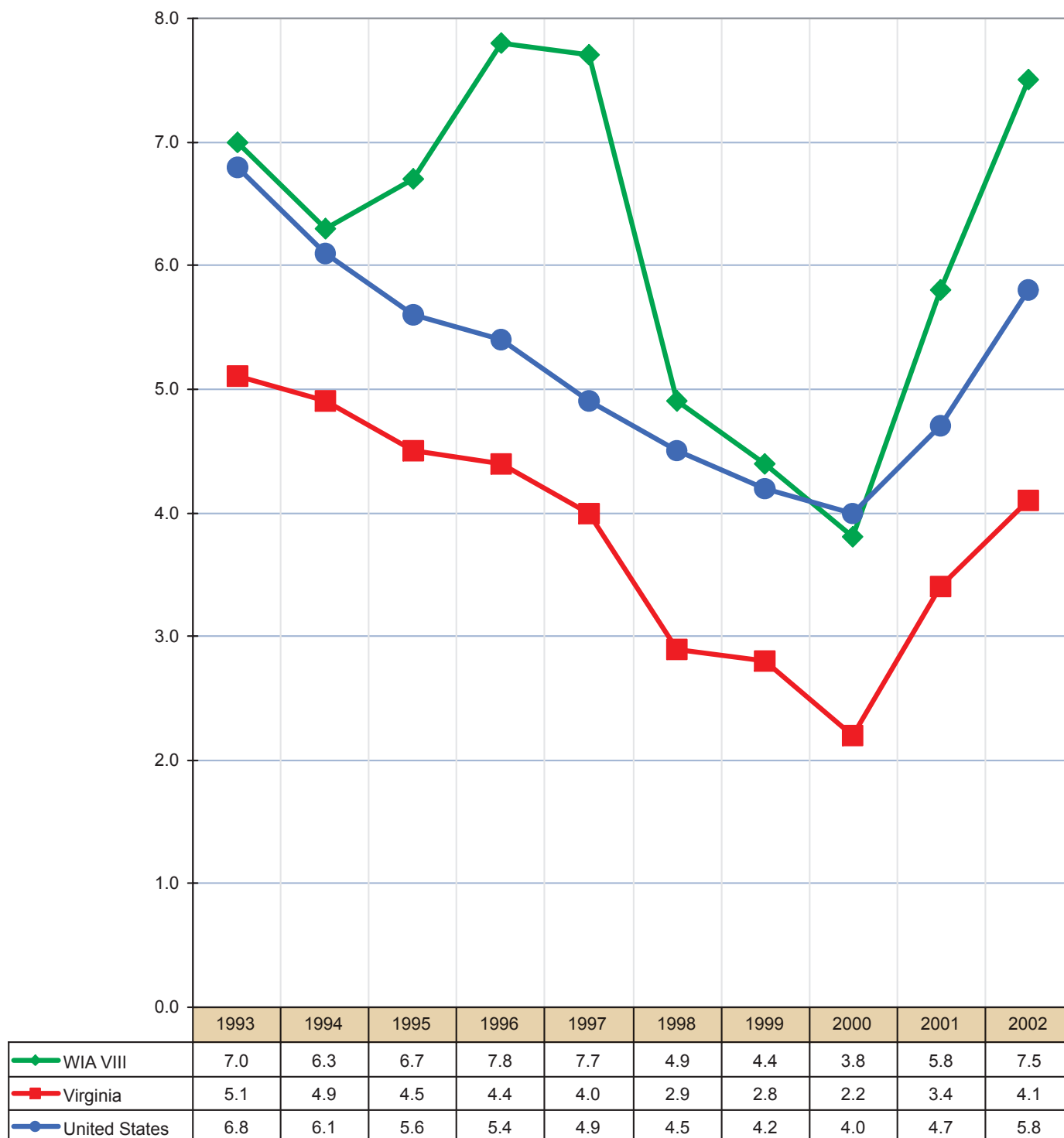
- Unemployment rates are consistently above the state-wide average. In 2002, WIA VIII's unemployment rate was 7.5 percent, 2.4 percent above the statewide average of 4.1 percent.
- Employment is concentrated in Government (24.1 percent), Manufacturing (17.3 percent), Retail Trade (12.7 percent), and Health Care (10.1 percent).
- Most recent new hires have been in Retail Trade (34.7 percent), Services (25.8 percent), and Manufacturing (18.4 percent).
- Overall personnel turnover is below the statewide average (11.3 percent vs. 13.2 percent). Personnel turnover tends to be highest in Retail Trade (14.0 percent), followed by Construction (13.0 percent), Services (11.9 percent), and Agriculture, Forestry, and Fishing (11.4 percent).
- Weekly wages were highest in Federal Government (\$732), followed by Management (\$721), Mining (\$707), Wholesale Trade (\$603), and State Government (\$587).
- Industries with the largest proportion of workers at or near retirement age (55 and above) are Wholesale Trade (20.7 percent), Mining (19.3 percent), Finance, Insurance, and Real Estate (19.3 percent), Services (19.3 percent), and Transportation (17.6 percent).
- Employment projections indicate that between 1998 and 2008, most employment growth will occur in Services (5,267 additional jobs) and Retail Trade (1,566 additional jobs). In contrast, Manufacturing is projected to lose 1,381 jobs, and Agriculture, Forestry, and Fishing 936 jobs.
- Employment projections also indicate that between 1998 and 2008, the biggest growth in occupational employment will be in Cashiers (1,730 openings), Waiters and Waitresses (830 openings), Secondary School Teachers (750 openings), Combined Food Prep and Serving Workers (620 openings), and Registered

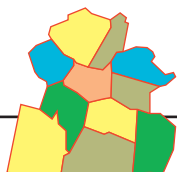
Nurses (570 openings). Alternatively, the biggest declines in occupational employment will be in Textile Machine Operators, Farm Equipment Operators, and Sewing Machine Operators.

- Based on January 2004 Unemployment data, the largest pools of available workers are in the Production, Construction and Extraction, Transportation and Materials Moving, and Office and Administrative Support occupations.



## Unemployment Rate Trends



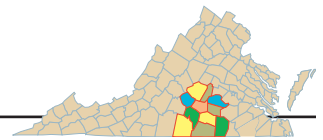


### Employers by Size of Establishment

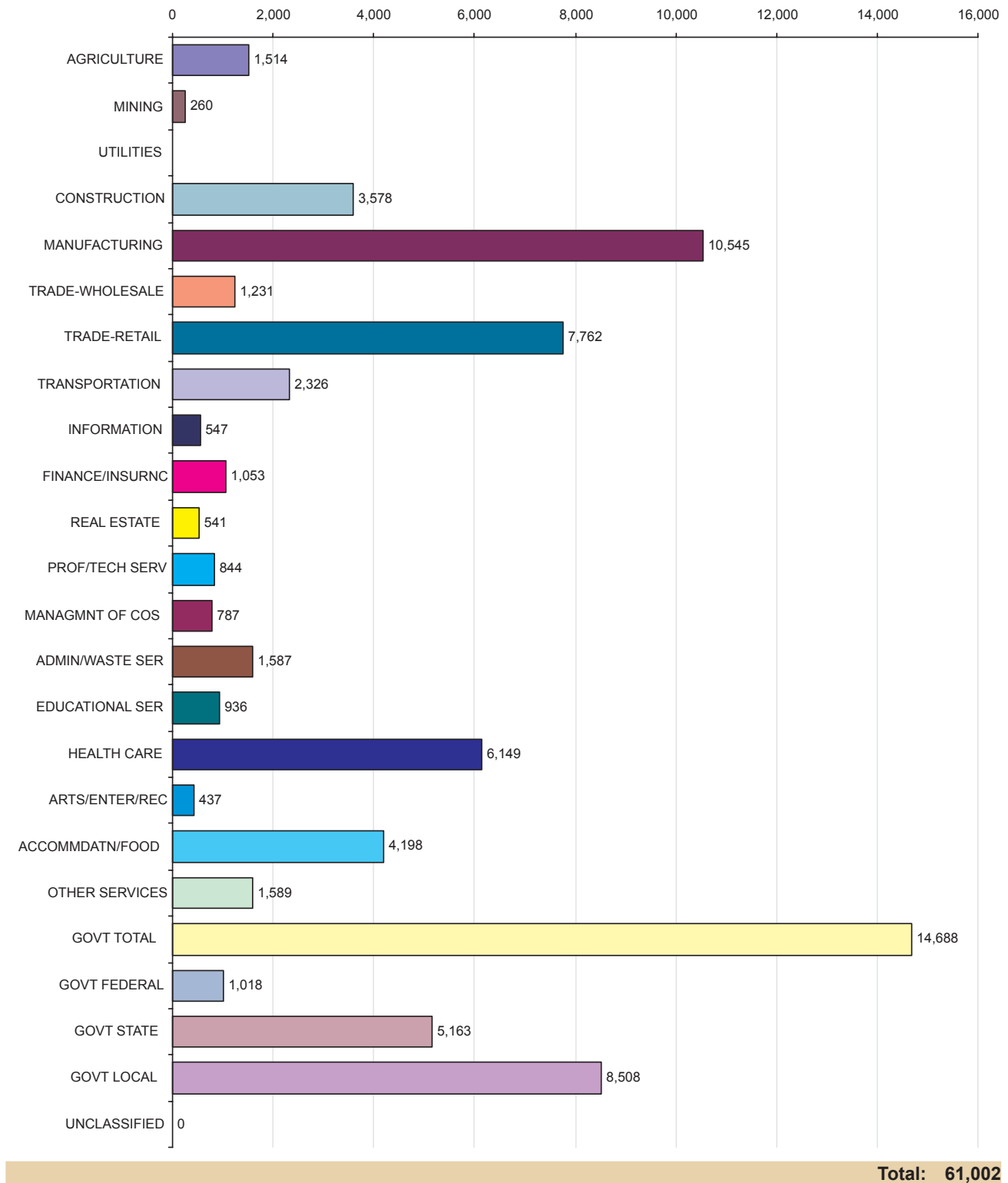
Number of Employees	WIA VIII	Virginia
0 - 4	2,430	107,195
5 - 9	1,007	35,763
10 - 19	565	25,141
20 - 49	343	18,074
50 - 99	107	6,136
100 - 249	52	3,388
250 - 499	26	1,029
500 - 999	8	409
1000 +	D	229
<b>TOTAL</b>	<b>4,539</b>	<b>197,364</b>

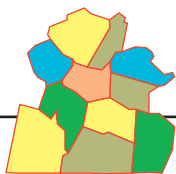
### Employment by Size of Establishment

Number of Employees	WIA VIII	Virginia
0 - 4	4,704	188,377
5 - 9	6,647	238,634
10 - 19	7,518	340,363
20 - 49	10,257	553,221
50 - 99	7,151	422,392
100 - 249	7,590	503,348
250 - 499	9,314	352,727
500 - 999	4,716	274,493
1000 +	D	543,583
<b>TOTAL</b>	<b>58,614</b>	<b>3,417,138</b>



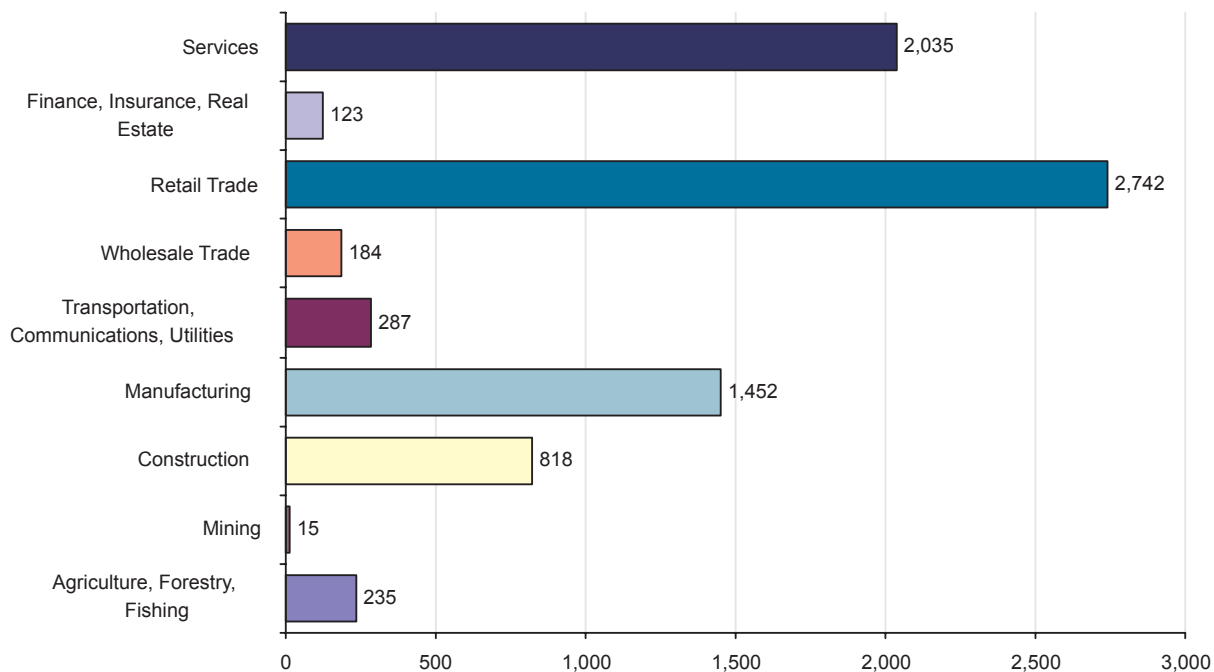
## Employment by Industry





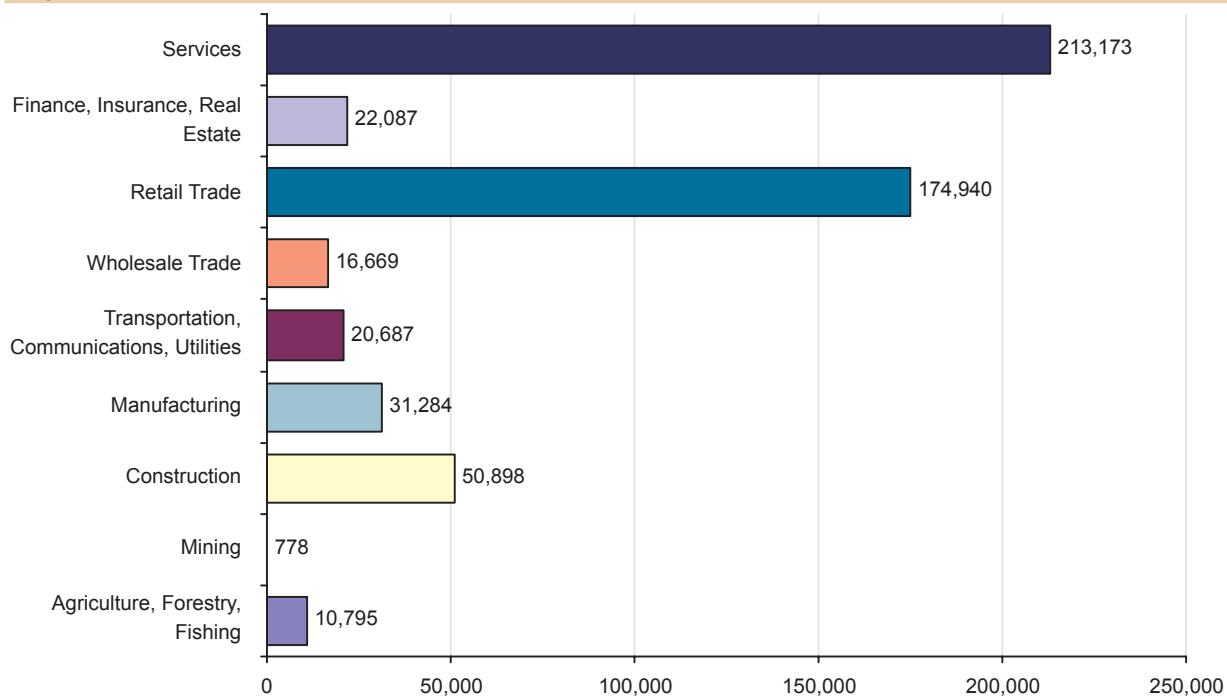
### New Hires by Industry

#### WIA VIII

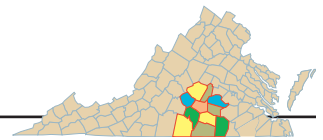


**Total: 7,895**

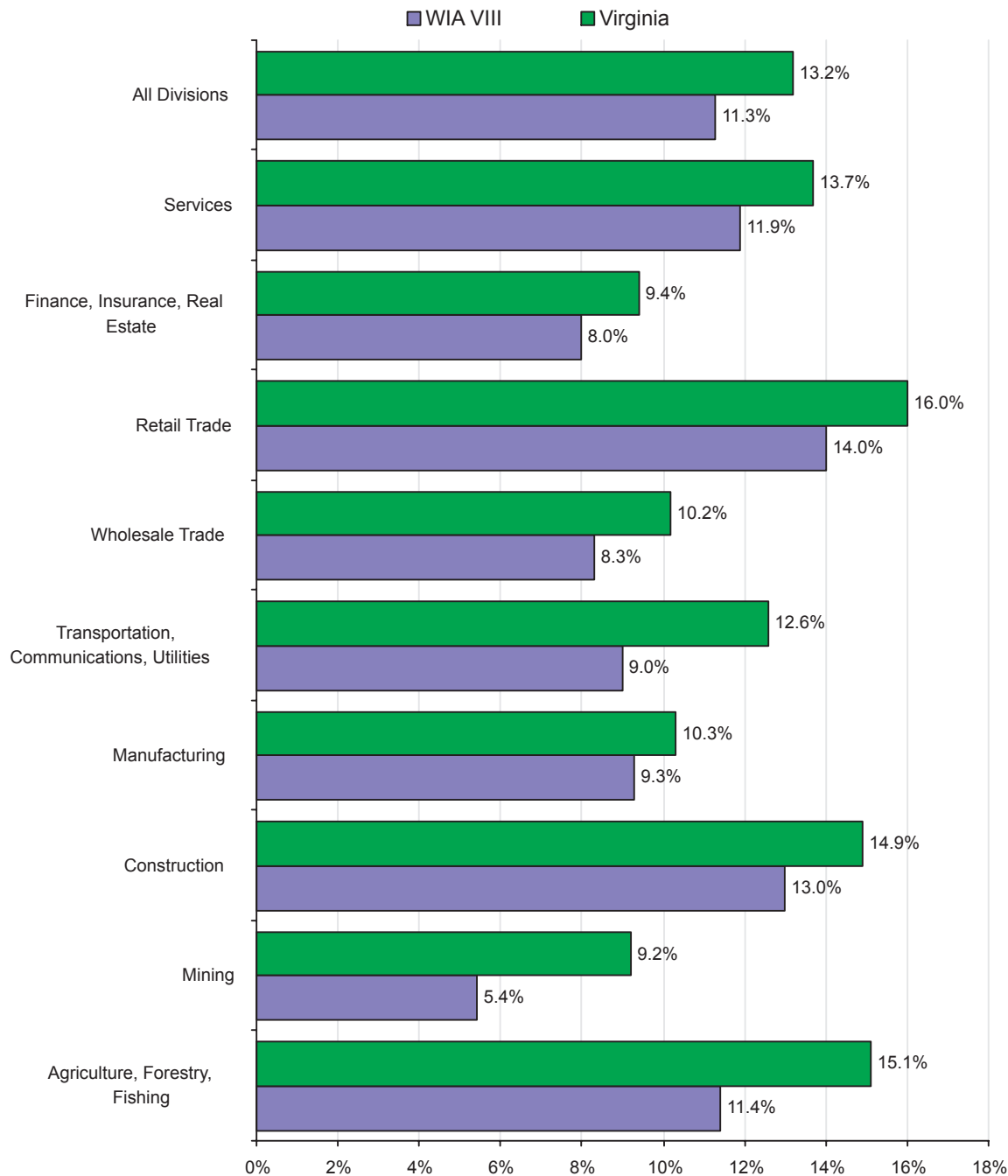
#### Virginia



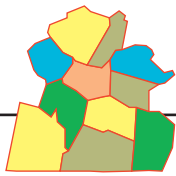
**Total: 541,323**



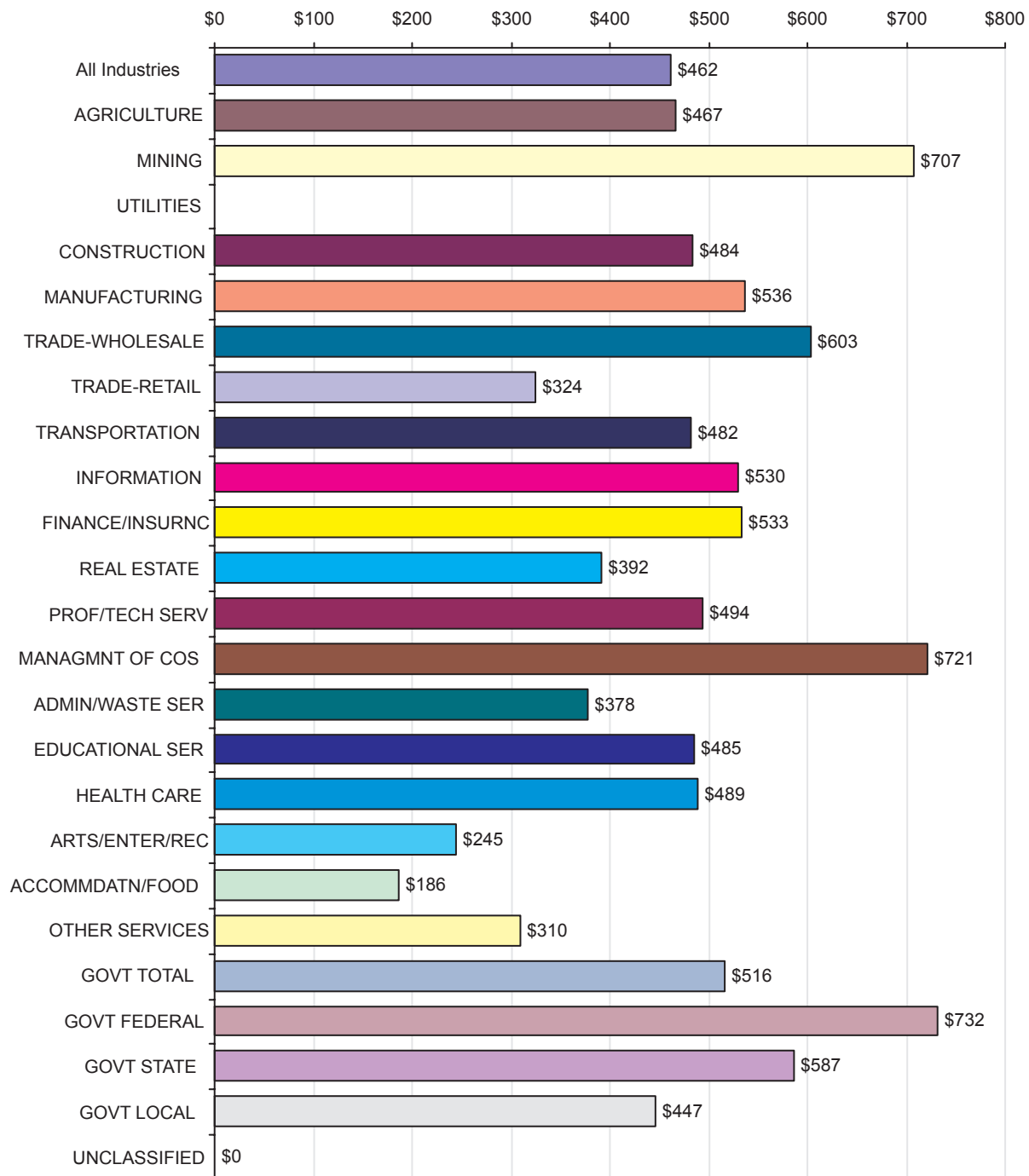
## Turnover by Industry



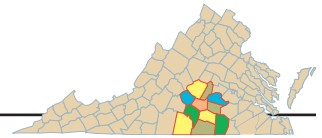
Source: U.S. Census Bureau, Local Employment Dynamics (LED) Program, 2002 annual averages.



### Average Weekly Wage by Industry



Source: Covered Employment and Wages, annualized 2002.

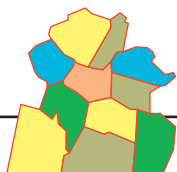


## Age of Workers by Industry

■ WIA VIII
 ■ Virginia

	14 - 18	19 - 21	22 - 24	25 - 34	35 - 44	45 - 54	55 - 64	65 - 99	14 - 99
<b>Total Employment</b>	1,986	2,703	2,557	8,931	11,829	10,241	5,758	2,080	46,083
	106,356	162,652	180,601	659,050	739,013	576,728	282,064	81,995	2,788,457
<b>Agriculture, Forestry, and Fishing</b>	54	64	81	251	368	282	150	57	1,306
	2,219	3,048	3,158	9,842	9,481	6,372	2,705	1,600	38,424
<b>Mining</b>	1	3	10	54	107	88	56	7	327
	22	221	366	1,702	2,803	3,498	1,129	136	9,876
<b>Construction</b>	87	242	245	815	978	704	383	141	3,594
	3,907	10,799	13,521	50,770	61,204	41,178	18,359	6,009	205,745
<b>Manufacturing</b>	112	401	509	2,265	3,410	3,175	1,684	370	11,926
	2,142	9,334	14,693	72,949	106,504	94,364	46,938	7,579	354,504
<b>Transportation, Communications, and Utilities</b>	17	49	87	440	690	641	309	103	2,335
	1,059	4,542	8,097	42,450	52,051	40,960	16,851	3,199	169,208
<b>Wholesale Trade</b>	30	63	73	351	461	392	246	111	1,727
	1,691	4,449	6,486	33,407	43,317	32,948	15,708	4,557	142,564
<b>Retail Trade</b>	1,349	1,274	852	2,176	2,456	1,931	1,097	583	11,719
	67,335	76,880	57,338	136,252	130,099	94,331	48,135	20,155	630,522
<b>Finance, Insurance, and Real Estate</b>	16	56	77	248	381	326	196	67	1,365
	1,775	7,281	13,158	53,760	56,683	42,503	20,070	5,079	200,308
<b>Services</b>	319	551	624	2,332	2,977	2,704	1,639	640	11,786
	26,206	46,097	63,782	257,918	276,866	220,571	112,170	33,682	1,037,291





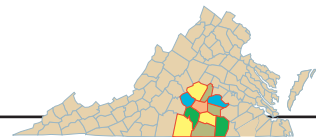
### Total Employment by Industry

	Employment			Percent Change	
	Esti- mated 1998	Pro- jected 2008	Change	Total	Annual
Total All Industries	94,012	100,289	6,277	6.68%	0.65%
Agriculture, Forestry and Fishing, Total	9,442	8,506	-936	-9.91%	-1.04%
Mining, Total	342	303	-39	-11.40%	-1.20%
Construction, Total	4,190	4,554	364	8.69%	0.84%
Manufacturing, Total	20,344	18,963	-1,381	-6.79%	-0.70%
Durable Goods Manufacturing, Total	9,502	9,143	-359	-3.78%	-0.38%
Nondurable Goods Manufacturing, Total	10,842	9,820	-1,022	-9.43%	-0.99%
Transportation and Public Utilities, Total	5,394	5,485	91	1.69%	0.17%
Transportation, Total	3,385	3,574	189	5.58%	0.54%
Communications and Utilities, Total	2,009	1,911	-98	-4.88%	-0.50%
Wholesale and Retail Trade, Total	18,456	20,207	1,751	9.49%	0.91%
Wholesale Trade, Total	2,915	3,100	185	6.35%	0.62%
Retail Trade, Total	15,541	17,107	1,566	10.08%	0.96%
Finance, Insurance, and Real Estate, Total	1,920	2,069	149	7.76%	0.75%
Services, Total	24,102	29,369	5,267	21.85%	2.00%
Federal Government (Except Post Office)	460	418	-42	-9.13%	-0.95%
State Government (Except Education and Hospitality)	6,117	6,770	653	10.68%	1.02%
Local Government (Except Education and Hospitality)	3,245	3,645	400	12.33%	1.17%

### Employment by Major Occupation Group

	Employment			Openings		
	Estimated 1998	Projected 2008	% Change	Replacements	Growth	Total
Total, All Occupations	93,978	100,269	6.69%	22,550	6,291	28,990
Executive, Administrative and Managerial Occupations	5,376	5,776	7.44%	960	400	1,370
Professional Specialty Occupations	17,220	20,247	17.58%	3,290	3,027	6,310
Marketing and Sales Occupations	9,242	10,115	9.45%	2,900	873	3,790
Administrative Support Occupations, Clerical	11,045	11,582	4.86%	2,360	537	2,930
Service Occupations	13,154	15,349	16.69%	4,120	2,195	6,350
Agriculture, Forestry, and Fishing Occupations	8,853	8,205	-7.32%	2,450	-648	2,450
Precision Production, Craft and Repair Occupations	10,159	10,383	2.20%	2,320	224	2,570
Operators, Fabricators, and Laborers	18,929	18,612	-1.67%	4,150	-317	4,150

Source: Industry and Occupational Employment Projections, 1998 — 2008.  
Projections are for the Southside Virginia non-metropolitan area (Regopn 2).



## Growth Occupations

	Employment			Openings			Wages
	Estimated 1998	Projected 2008	% Change	Replacements	Growth	Total	Median Annual Wage
Systems Analysts	190	311	63.68%	10	121	130	\$50,892
Home Health Aides	422	659	56.16%	60	237	300	\$13,649
Social Workers, Ex Med, Psych	393	534	35.88%	50	141	190	\$27,471
Teacher Aides, Paraprofessional	525	704	34.10%	60	179	240	\$18,860*
Teachers, Special Education	346	463	33.82%	30	117	150	\$33,275
Physicians	312	416	33.33%	50	104	150	\$163,240*
Correctional Officers	884	1,162	31.45%	240	278	520	\$29,553
Nursing Aides & Orderlies	1,032	1,346	30.43%	140	314	450	\$16,755
Meat, Poultry & Fish Cutters, Hand	397	498	25.44%	90	101	190	\$25,323
Teachers, Secondary School	1,370	1,682	22.77%	440	312	750	\$35,077
Registered Nurses	1,466	1,791	22.17%	240	325	570	\$39,029
Licensed Practical/Vocational Nurses	587	710	20.95%	130	123	250	\$26,187
Receptionists & Information Clerks	607	728	19.93%	120	121	240	\$17,593
Laborers, Landscapers, & Groundskeepers	527	630	19.54%	160	103	260	\$18,495
Cashiers	2,939	3,388	15.28%	1,280	449	1,730	\$14,027
Waiters and Waitresses	1,177	1,355	15.12%	650	178	830	\$13,379
Truck Drivers, Light	822	941	14.48%	120	119	240	\$19,566
Teachers, Elementary	1,504	1,681	11.77%	350	177	530	\$34,544
Truck Drivers, Heavy	1,800	2,009	11.61%	260	209	470	\$32,709
Combined Food Prep & Serving Workers	933	1,038	11.25%	510	105	620	\$16,149

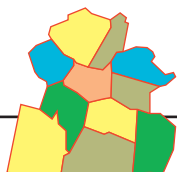
## Declining Occupations

	Employment			Openings		
	Estimated 1998	Projected 2008	% Change	Replacements	Growth	Total
Sewing Machine Operators, Garment	446	295	-33.86%	60	-151	60
Child Care Workers, Private	103	69	-33.01%	50	-34	50
Textile Machine Operators/Tenders	1,715	1,187	-30.79%	290	-528	290
Textile Machine Setters/Operators	300	230	-23.33%	50	-70	50
Production Inspectors, Graders	602	476	-20.93%	140	-126	140
Woodworking Machine Operators/Tenders, Ex Sawing	219	174	-20.55%	50	-45	50
Farm Equipment Operators	2,014	1,788	-11.22%	620	-226	620
Stock Clerks, Sales Floor	881	818	-7.15%	130	-63	130
First Line Supervisors: Production/Operating	681	641	-5.87%	190	-40	190
Bookkeeping, Accounting, Audit Clerks	940	890	-5.32%	180	-50	180

Source: Industry and Occupational Employment Projections, 1998 — 2008. 2002 OES Wage Survey data.

Projections are for the Southside Virginia non-metropolitan area (Region 2). Wages are for WIA VIII.

\* These figures reflect the median annual wage for Virginia. Wage data for these occupations in WIA VIII were not available.

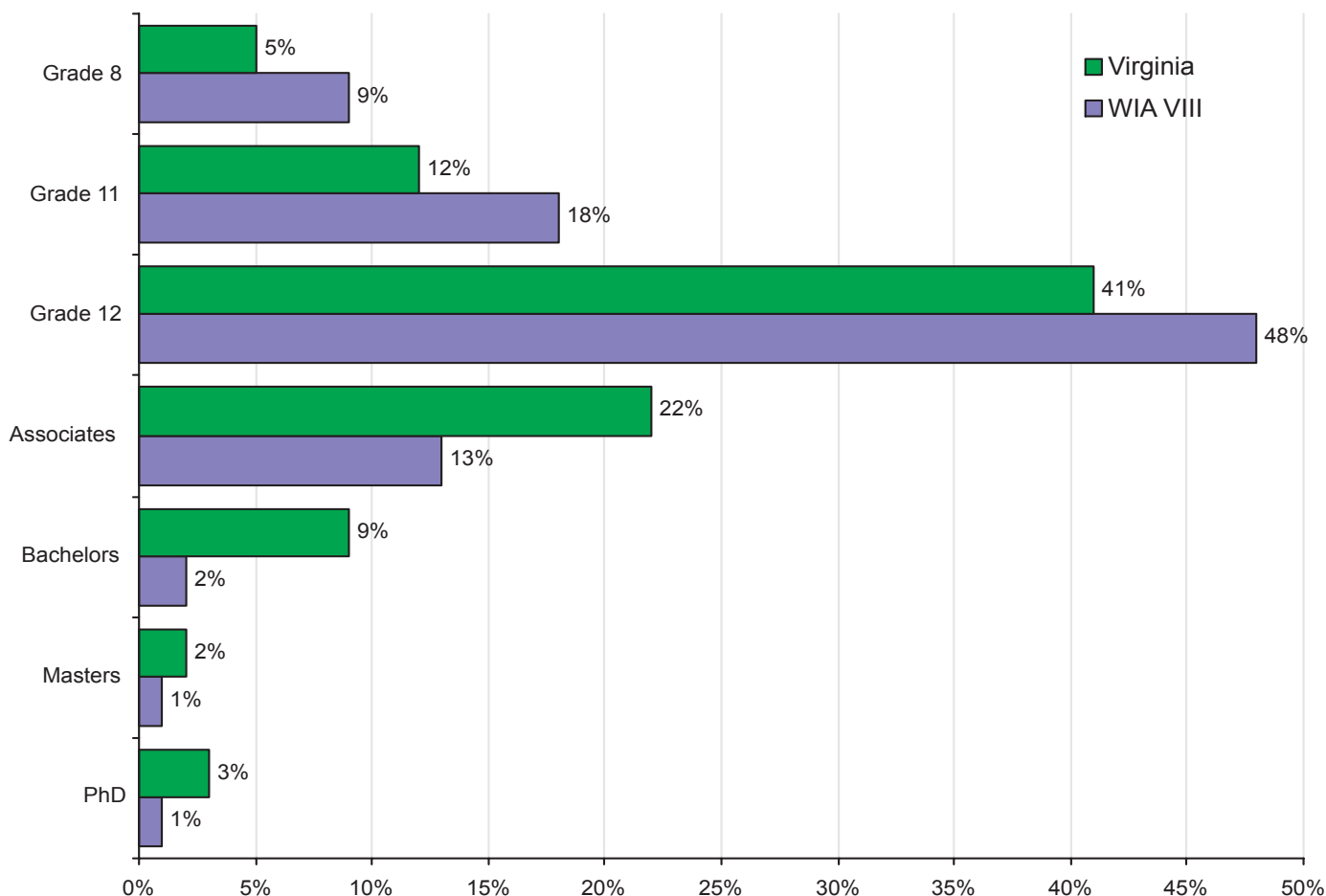


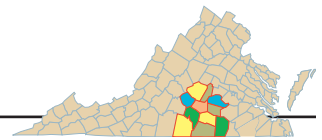
### Characteristics of the Unemployed

Marketing the local labor force to new or expanding companies requires information about potential employees that would be available for immediate hire. Monthly data, collected as unemployed individuals apply for unemployment insurance benefits, provide information on various characteristics of the unemployed claimants. Demographic characteristics are recorded for age, race, sex, and education level. In addition, the industry of last employment and the occupation held in the most recent job is also part of the information collected when applicants register for unemployment insurance benefits.

As seen in the chart below, 48% of the unemployed claimants in South Central have a grade 12 education level, as compared to only 41% of claimants statewide. On the other hand, at the level of Associates degree and higher, South Central has a smaller percentage of claimants relative to the state. While South Central has 1,122 unemployed claimants with at least an Associates degree, some of the other regions of the state have a higher ratio of claimants with post-secondary education.

**Unemployed Claimants by Education Level**





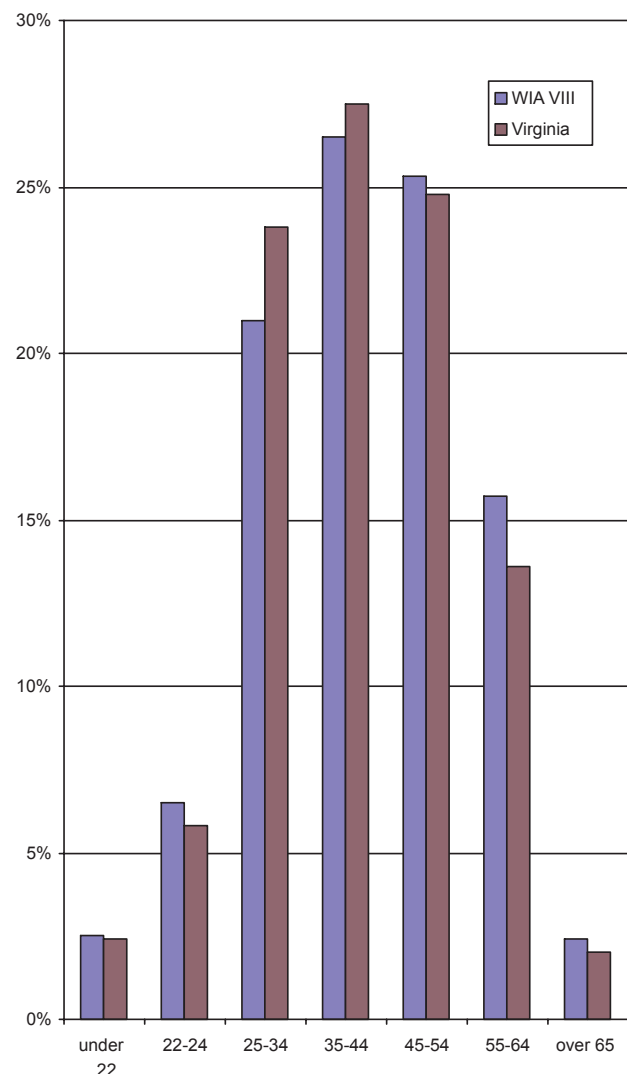
## Characteristics of the Unemployed

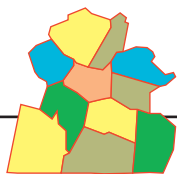
Production workers comprise the largest category of unemployed beneficiaries in South Central, accounting for almost 30% of total claimants in February 2004. Construction and Extraction and Transportation and Material Moving workers also account for a significant share of the unemployed claimants, collectively representing over 30% of the total. Employers requiring workers in these occupation categories will find an abundant supply.

### Claimants by Occupation

OCCUPATION	Number of Claimants
Management	264
Business and Financial Operations	73
Computer and Mathematical	34
Architecture and Engineering	74
Life, Physical, and Social Science	19
Community and Social Services	28
Legal	14
Education, Training, and Library	48
Arts, Design, Entertainment, Sports, and Media	9
Healthcare Practitioners and Technical	72
Healthcare Support	125
Protective Service	102
Food Preparation and Serving Related	158
Building and Grounds Cleaning and Maintenance	306
Personal Care and Service	58
Sales and Related	330
Office and Administrative Support	549
Farming, Fishing, and Forestry	90
Construction and Extraction	1,164
Installation, Maintenance, and Repair	398
Production	2,091
Transportation and Material Moving	1,008
Military Specific	4
SOC INA	6
<b>TOTAL</b>	<b>7,024</b>

### Claimants by Age

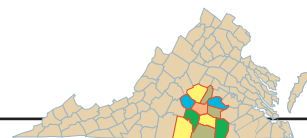




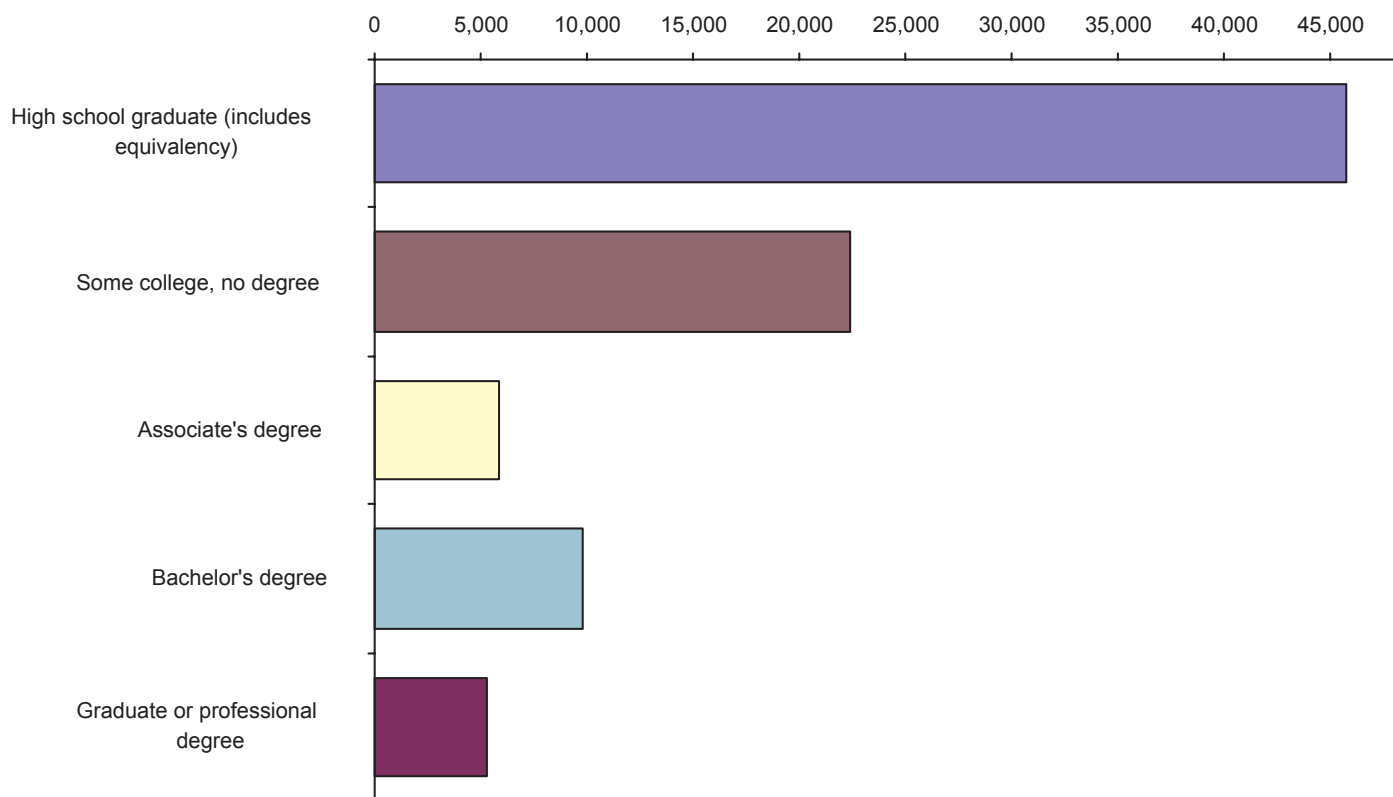
### IV. Education Profile

Education data describe the human capital embodied in the current labor force and provide insight into the education and training that will be required to fill the ranks of the future labor force. Some key features of the WIA VIII's education and training environment are as follows:

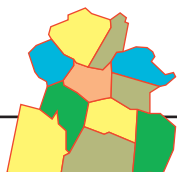
- Educational attainment at the baccalaureate level and above is below the statewide average.
- An assessment of the occupation-driven demand for local training needs indicates that between 1998 and 2008 the greatest demand for graduates from:
  - *Post-secondary vocational programs* will be in Auto Mechanic/Technician and Licensed Practical Nursing.
  - *Associate's degree programs* will be in Registered Nursing.
  - *Baccalaureate degree programs* will be in Elementary Teacher Education and General Education.
- An assessment of the occupation-driven demand for worker skills indicates that between 1998 and 2008 there will be a slight increase in required skills in *locating information, reading for information, and writing.*



## Education Level



Population 25 years and over	135,922
High school graduate (includes equivalency)	45,791
Some college, no degree	22,366
Associate's degree	5,865
Bachelor's degree	9,845
Graduate or professional degree	5,260



## Occupation-Driven Training Projection

In this section we use Virginia Employment Commission's (VEC's) occupational employment projections for Region 2 – Southside Virginia,<sup>1</sup> in combination with a crosswalk developed by the National Crosswalk Service Center (NCSC) to “map” occupations into their prerequisite education and training programs.<sup>2</sup> Often these are many-to-many relationships where one occupation maps into several alternative education and training programs, and one program serves as a conduit into multiple occupations. The analysis is then further refined by using a classification scheme developed by the Bureau of Labor Statistics (BLS) to “sort” occupations according to the minimum degree or award typically required for employment in that occupation.<sup>3</sup> Through this combination of steps, we are able to use VEC's occupational employment projections to predict the occupation-driven

demand for specific education and training programs within the Southside Virginia Region.<sup>4</sup> The method used to accomplish this task is not new and has been successfully employed in earlier studies conducted in several states, including Virginia.<sup>5</sup>

The table that follows depicts the annual occupation-driven demand for training needs in Region 2 – Southside Virginia for the 1998 to 2008 period, as derived from this analysis. As these data show, the largest numbers of needed graduates are in auto repair (*e.g.*, Auto/Automotive Mechanic / Technician), business (*e.g.*, Business Administration and Management), education (*e.g.*, Elementary Teacher Education, General Education, and Physical Education), and health (*e.g.*, M.D., Registered Nurse, and Licensed Practical Nurse).

<sup>1</sup> Region 2 – Southside Virginia is comprised of Amelia, Appomattox, Brunswick, Buckingham, Charlotte, Cumberland, Greensville, Halifax, Lunenburg, Mecklenburg, Nottoway, Prince Edward, Southampton, Surry, and Sussex counties, and the cities of Emporia and Franklin.

<sup>2</sup> The National Crosswalk Service Center (NCSC) is funded by the U.S. Department of Labor, Employment and Training Administration. This crosswalk identifies the prerequisite instructional programs necessary for employment in 651 specific occupations.

<sup>3</sup> The Bureau of Labor Statistics classifies occupations according to eleven education and training categories. Four of these involve on-the-job training or work experience only and the remaining seven require some level of postsecondary education (*i.e.*, first-professional degree, doctoral degree, master's degree, bachelor's degree, associate's degree, or postsecondary vocational training). For purposes of this study, we restrict the analysis to occupations that fall within these seven education and training categories.

<sup>4</sup> More formally, the demand for education and training programs is calculated as:

$$DCIP_i = \sum Dcip_{ji}$$

Where,

$$Dcip_{ji} = (SOC_j)(GCIP_i / \sum GCip_{ij})$$

and,

$DCIP_i$  = the annual demand for instructional program  $i$

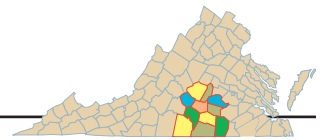
$\sum Dcip_{ji}$  = the annual demand for instructional program  $i$  across all occupation(s)  $j$

$SOC_j$  = the projected annual openings for occupation  $j$

$GCIP_i$  = Virginia graduates from instructional program  $i$  (for academic year 2000-01)

$\sum GCip_{ij}$  = Virginia graduates from all instructional program(s)  $i$  (for academic year 2000-01) related to occupation  $j$

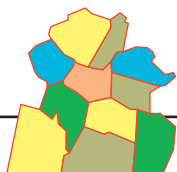
<sup>5</sup> Similar methods are used in at least seven states (California, Georgia, Idaho, Illinois, New Jersey, Utah, and Virginia) to project anticipated education and training demands. For an excellent exposition of this method see, William J. Drummond and Jan L. Youtie, “Occupational Employment, Demand for College Graduates, and Migration: A Statewide View,” a report to the Board of Regents, University System of Georgia, 1999. For an example of how this method has been used previously in Virginia see, A. Fletcher Mangum, “System-Wide Needs Assessment for Virginia Education,” State Council of Higher Education for Virginia, March 28, 2002, p.90.



## Annual Occupation-Driven Training Needs in the Southside Virginia Region, 1998 - 2008

Program	First Professional	Doctoral Degree	Master's Degree	Work Experience plus degree	Bachelor's Degree	Associate's Degree	Postsecondary Vocational Training	Total
Accounting					10			10
Administrative Assistant / Secretarial Science, General							4	4
Agricultural Animal Husbandry and Production Management				1				1
Agricultural Business and Management, General				3				3
Agricultural Business / Agribusiness Operations				2				2
Agricultural Production Workers and Managers, General				1				1
Agricultural Teacher Education (Vocational)					1			1
Animal Sciences, General				5				5
Art Teacher Education					3			3
Auto/Automotive Mechanic / Technician							17	17
Automotive Engineering Tech/ Technician							1	1
Bilingual/Bicultural Education					1			1
Biology, General		1						1
Business Administration and Management, General				72	4			76
Business Computer Programming/ Programmer					1			1
Business Marketing and Marketing Management				1				1
Business Systems Networking and Telecommunications						2		2
Business Teacher Education (Vocational)					1			1
Cardiovascular Tech / Technician						1		1
Child Care and Guidance Workers and Managers, General					8			8
Child Care Provider / Assistant					4			4
Child Care Services Manager					1			1

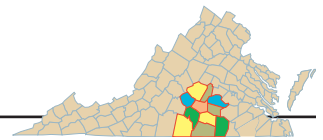




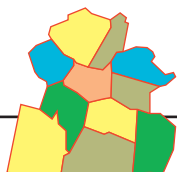
Program	First Professional	Doctoral Degree	Master's Degree	Work Experience plus degree	Bachelor's Degree	Associate's Degree	Postsecondary Vocational Training	Total
City / Urban, Community and Regional Planning			2					2
Civil Engineering, General					5			5
Communication Disorders, General			1					1
Computer and Information Sciences, General					7			7
Computer Engineering					1			1
Computer Programming					2			2
Computer Teacher Education					1			1
Cosmetologist							4	4
Counselor Education Counseling and Guidance Services			7					7
Dental Hygienist						3		3
Dentistry (D.D.S., D.M.D.)	2							2
Design and Visual Communications					1			1
Dietetics/Human Nutritional Services					1			1
Education Administration and Supervision, General				4				4
Education, General				7	52			59
Electrical and Electronic Engin. - Related Technol. / Technician						1		1
Electrical, Electronic and Communications Engin. Tech./Technician						1		1
Electrical, Electronics and Communication Engineering					3			3
Elementary Teacher Education					30			30
Elementary, Middle and Secondary Education Administration				1				1
Emergency Medical Tech./Technician							2	2
Engineering/Industrial Management				4				4
English Teacher Education					4			4
Enterprise Management and Operation, General				1				1
Farm and Ranch Management				3				3

# Education Profile

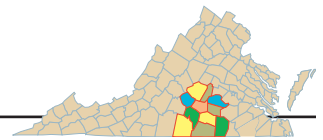
## WIA VIII



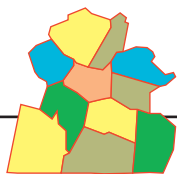
Program	First Professional	Doctoral Degree	Master's Degree	Work Experience plus degree	Bachelor's Degree	Associate's Degree	Postsecondary Vocational Training	Total
Finance, General				7	2			9
Foods and Nutrition Studies, General					1			1
Foreign Languages Teacher Education					1			1
Funeral Services and Mortuary Science						2		2
General Retailing Operations					1			1
Health and Physical Education, General					1			1
Health Teacher Education					2			2
History Teacher Education					1			1
Human Resource Management				2	5			7
Human Resource Management, Other					1			1
Industrial / Manufacturing Engineering					1			1
Information Sciences and Systems					2	2		4
Insurance Marketing Operations					3			3
International Business				2				2
Investments and Securities					1			1
Junior High / Intermediate / Middle School Teacher Education					2			2
Labor/Personnel Relations and Studies					1			1
Law (LL.B., J.D.)	4							4
Library Science / Librarianship			5					5
Management Information Systems and Business Data Processing					3	3		6
Mathematics Teacher Education					3			3
Mechanical Engineering					1			1
Medical Administrative Assistant / Secretary							1	1
Medical Records Tech / Technician						3		3
Medical Transcription							2	2
Medicine (M.D.)	13							13
Music Teacher Education					5			5



Program	First Professional	Doctoral Degree	Master's Degree	Work Experience plus degree	Bachelor's Degree	Associate's Degree	Postsecondary Vocational Training	Total
Natural Resources Conservation, General					1			1
Nursing (R.N. Training)						46		46
Nursing Science (Post-R.N.)						2		2
Nursing Family Practice (Post-R.N.)						1		1
Nursing, Other						7		7
Occupational Therapy					3			3
Organizational Behavior Studies					1			1
Osteopathic Medicine (D.O.)	2							2
Paralegal / Legal Assistant						3		3
Pharmacy (B. Pharm., Pharm. D.)	4							4
Physical Education Teaching and Coaching					12			12
Physical Therapy			4					4
Physical Therapy Assistant						3		3
Physician Assistant					1			1
Practical Nurse (L.P.N. Training)							25	25
Psychiatric / Mental Health Services Technician							1	1
Psychology, General			2					2
Public Administration				5				5
Public Relations and Organizational Communications					2			2
Purchasing, Procurement and Contracts Management					5			5
Reading Teacher Education					7			7
Real Estate					2		1	3
Respiratory Therapy Technician						3		3
School Psychology			1					1
Science Teacher Education, General					2			2
Secondary Teacher Education					8			8
Social Science Teacher Education					1			1
Social Studies Teacher Education					2			2



Program	First Professional	Doctoral Degree	Master's Degree	Work Experience plus degree	Bachelor's Degree	Associate's Degree	Postsecondary Vocational Training	Total
Spanish Language Teacher Education					1			1
Special Education, General					5			5
Speech-Language Pathology			1					1
Speech-Language Pathology and Audiology			2					2
Surgical/Operating Room Technician							2	2
Taxation					1			1
Teacher Education, Specific Academic and Vocational Programs					3			3
Technical Teacher Education (Vocational)					1			1
Technology Teacher Education / Industrial Arts Teacher Education					1			1
Trade and Industrial Teacher Education (Vocational)					1			1
Travel Services Marketing Operations							1	1
Veterinary Medicine (D.V.M.)	1							1
<b>Totals</b>	<b>26</b>	<b>1</b>	<b>25</b>	<b>121</b>	<b>238</b>	<b>83</b>	<b>61</b>	<b>555</b>



## Work Skills Projection

In this section we use the VEC's occupational employment projections for the Southside region, in combination with occupational skills profiles developed by ACT,<sup>1</sup> to identify the skill sets that will be required to fill projected annual job openings within the region. The skills categories addressed in this analysis are Applied Mathematics, Applied Technology, Listening, Locating Information, Observation, Reading for Information, Teamwork, and Writing. A description of each category, the skills levels associated with it, and the proportion of projected annual job openings that fall within each skill level follow.

### Applied Mathematics

The *Applied Mathematics* assessment measures a person's skill in using mathematical reasoning to solve work-related problems. ACT defines the skills levels associated with this category as follows.

#### Level 3:

- Perform basic mathematical operations using whole numbers and decimals.
- Convert a number from one form into another using whole numbers, fractions, decimals, or percentages.
- Solve problems that are straightforward, involving a single type of mathematical operation.
- Translate easily from a verbal setup to a mathematical equation when all the information needed to solve the problem is provided in logical order and no unrelated information is included.

#### Level 4 (in addition to requirements for previous levels):

- Perform one or two mathematical operations using several positive or negative numbers.
- Add commonly known fractions, decimals, or percentages, or add three fractions that share a common denominator.

- Calculate averages, simple ratios, proportions, and rates, using whole numbers and decimals.
- Reorder verbal information before performing calculations.
- Determine which operations to perform and in what order.
- Read a simple chart or graph to obtain the information needed to solve a problem.

#### Level 5 (in addition to requirements for previous levels):

- Look up and calculate single-step conversions within English or non-English systems of measurement or between systems of measurement.
- Calculate using mixed units and several steps of logic.
- Calculate perimeters and areas of basic shapes.
- Calculate percentage discounts and markups.
- Determine what information, calculations, and unit conversions are needed to find a solution.

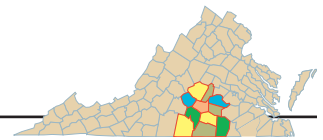
#### Level 6 (in addition to requirements for previous levels):

- Calculate using negative numbers, fractions, ratios, percentages, and mixed numbers.
- Calculate multiple rates for comparison or use in other calculations.
- Find basic areas and volumes of rectangular solids.
- Identify and correct errors in calculations.
- Solve problems involving considerable setup and multiple-step calculations or conversions.

#### Level 7 (in addition to requirements for previous levels):

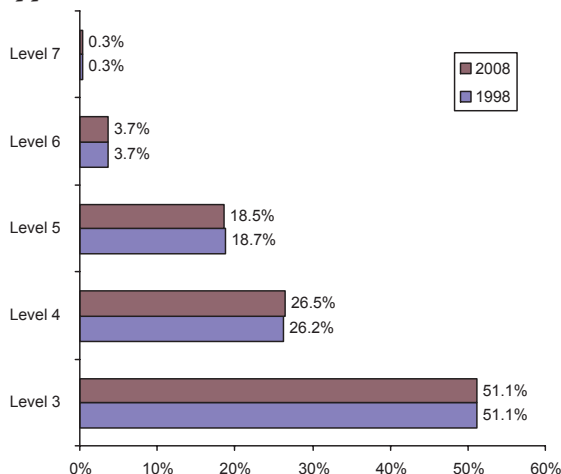
- Calculate using multiple steps of logic.
- Calculate multiple areas and the volumes of spheres, cylinders, and cones.

<sup>1</sup> The occupational skills profiles used in this analysis were provided by ACT. ACT is an independent, non-profit organization that specializes in research and assessment related to education and work. These profiles are based on actual ACT *WorkKeys* assessments of thousands of employed individuals nationally. They represent the most comprehensive and current measure of the work skills required for specific occupations.

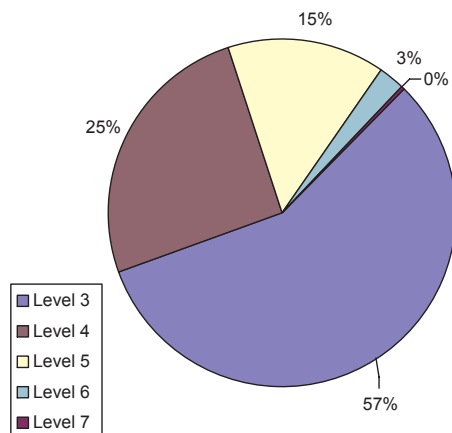


- Solve problems with more than one unknown.
- Solve problems involving nonlinear functions, such as rates of change.
- Calculate by applying basic statistical concepts.
- Derive information needed to solve problems if incomplete or implicit information is presented.

The following figure details the percentage of overall jobs in the Southside Region in 1998 and 2008 by required *Applied Mathematics* skills level, as determined by the ACT occupation skills profiles. The second figure provides a similar breakdown for projected annual job openings between 1998 and 2008. These data show that the majority of jobs will require workers with Level 3 *Applied Mathematics* skills.



**Proportion of Jobs in the Southside Region by Required Skill Level – *Applied Mathematics***



**Annual Openings in the Southside Region by Required Skill Level – *Applied Mathematics***

## Applied Technology

The *Applied Technology* assessment measures a person's skill in using the basic principles of mechanics, electricity, fluid dynamics, and thermodynamics to solve problems with machines, equipment, and structures found in the workplace. ACT defines the skills levels associated with this category as follows.

### Level 3:

- Understand the operation of basic hand tools, simple machine components, and uncomplicated systems, such as piping systems, simple electrical heaters, or other equipment found in the home, school, or workplace.
- Apply elementary principles underlying the operation of physical systems, such as the workings of plumbing components or simple electrical systems.

### Level 4 (in addition to requirements for previous levels):

- Understand the operation of moderately complex tools, machines, and systems, such as appliances, pulley-driven equipment, or piping systems that carry more than one fluid.
- Apply elementary principles underlying the operation of physical systems, such as a block and tackle or cooling fins.

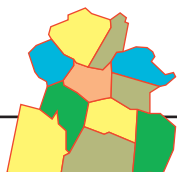
### Level 5 (in addition to requirements for previous levels):

- Use the basic principles of mechanics, electricity, thermodynamics, and fluid dynamics in moderate and advanced applications.
- Understand complex machines and systems, such as the operation of gasoline engines, complex appliances, or an electrical system in a building.

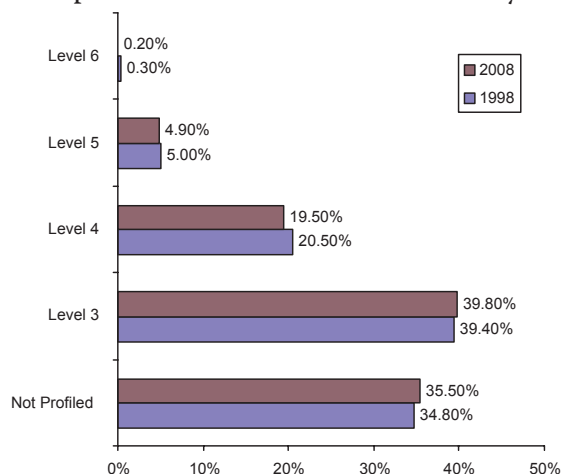
### Level 6 (in addition to requirements for previous levels):

- Use principles of mechanics, electricity, thermodynamics, and fluid dynamics interacting in advanced applications such as air conditioning units.
- Troubleshoot complex systems in which a variety of mechanical, electrical, thermal, or flow faults are potential sources of difficult problems.

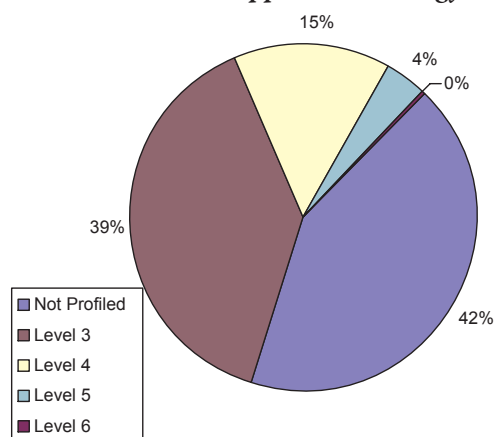
The following figure details the percentage of overall



jobs in the Southside Region in 1998 and 2008 by required *Applied Technology* skills level, as determined by the ACT occupation skills profiles. The second figure provides a similar breakdown for projected annual job openings between 1998 and 2008. These data show that the majority of jobs will require workers with Level 3 *Applied Technology* skills. The large “Not Profiled” proportion indicates that ACT has not profiled many of these occupations with respect to *Applied Technology* skills. As a result, it is not possible to include them in the analysis.



**Proportion of Jobs in the Southside Region by Required Skill Level – Applied Technology**



**Annual Openings in the Southside Region by Required Skill Level – Applied Technology**

### Listening

The *Listening* portion of the *Listening and Writing* assessment measures a person’s skill in listening to and conveying information. ACT defines the skills levels associated with this category as follows.

#### Level 1:

- Write down a small amount of useful information based on a spoken communication.
- Give clues to the gist of the situation or provide sources of further information, but do not include enough information to give the receiver a correct understanding of the situation described in the message.

#### Level 2 (in addition to requirements for previous levels):

- Correctly write down the basic ideas of a spoken message.
- Give a fair amount of useful information, but may miss some of the important details or incorrectly record some of the information.

#### Level 3 (in addition to requirements for previous levels):

- Listen to a spoken communication and record messages that are basically correct.
- Present all the primary details and the relationships among them correctly, but may miss one or two pieces of important information.

#### Level 4 (in addition to requirements for previous levels):

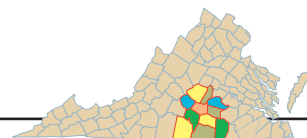
- Accurately convey the central idea of a spoken communication.
- Correctly record all the important information and the relationships among pieces of information, but may miss or incorrectly record some details or include irrelevant information.

#### Level 5 (in addition to requirements for previous levels):

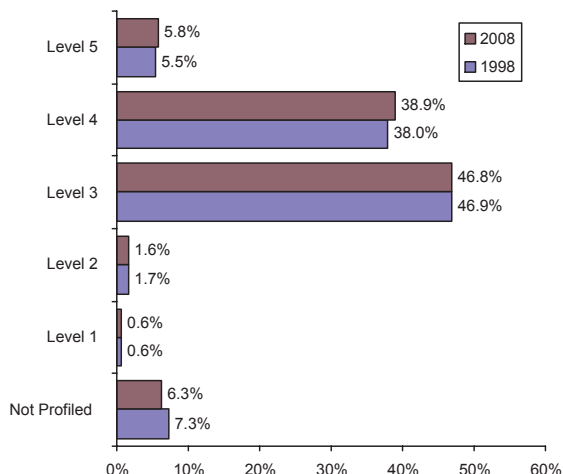
- Correctly record all the important information and the relationships among pieces of information from a spoken communication.
- Use supporting details to convey insight into the particular situation the message involves.

The following figure details the percentage of overall jobs in the Southside Region in 1998 and 2008 by required *Listening* skills level, as determined by the ACT occupation skills profiles. The second figure provides a similar

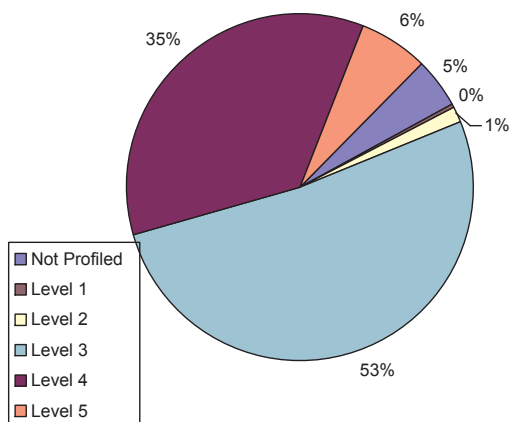




breakdown for projected annual job openings between 1998 and 2008. These data show that the majority of jobs will require workers with Level 3 and Level 4 *Listening* skills.



**Proportion of Jobs in the Southside Region by Required Skill Level – Listening**



**Annual Openings in the Southside Region by Required Skill Level – Listening**

## Locating Information

The *Locating Information* assessment measures a person's skill in using workplace graphics such as diagrams, floor plans, tables, charts, graphs, forms, and instrument gauges. ACT defines the skills levels associated with this category as follows.

### Level 3:

- Find one or two pieces of information in a graphic.
- Fill in one or two pieces of information that are missing from a graphic.

### Level 4 (in addition to requirements for previous levels):

- Find several pieces of information in graphics.
- Summarize and/or compare information and trends in a single graphic.
- Summarize and/or compare information and trends among more than one graphic by determining the relationships among the graphics.

### Level 5 (in addition to requirements for previous levels):

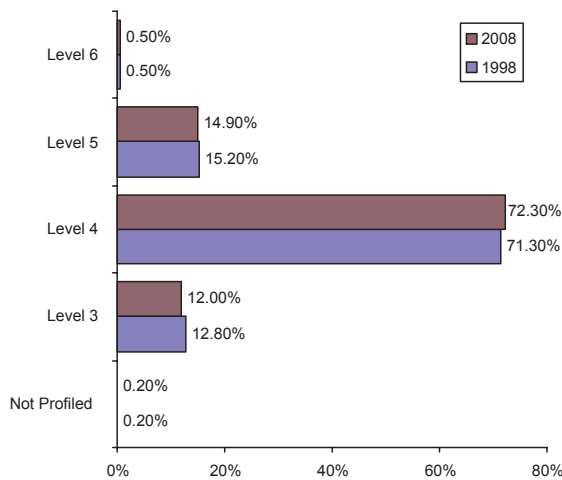
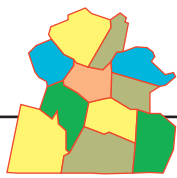
- Summarize and/or compare information and trends in a single graphic.
- Sort through distracting information to summarize and/or compare information and trends presented in more than one workplace graphic.

### Level 6 (in addition to requirements for previous levels):

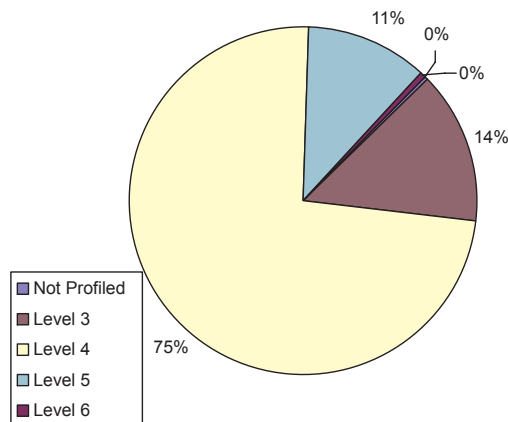
- Draw conclusions from the information presented in very detailed graphics.
- Apply information from these types of graphics to specific situations.
- Analyze data within these types of graphics to make decisions and/or predictions requiring judgments based on the information presented.

The following figure details the percentage of overall jobs in the Southside Region in 1998 and 2008 by required *Locating Information* skills level, as determined by the ACT occupation skills profiles. The second figure provides a similar breakdown for projected annual job openings between 1998 and 2008. These data show that the vast majority of jobs will require workers with Level 4 *Locating Information* skills.





**Proportion of Jobs in the Southside Region by Required Skill Level – Locating Information**



**Annual Openings in the Southside Region by Required Skill Level – Locating Information**

### Observation

The *Observation* assessment measures a person's skill at noticing details and paying attention to instructions and demonstrations. The following is a description of the skills levels associated with this area.

#### Level 3:

- Pay attention.
- Watch and listen to a strongly cued demonstration or set of instructions.
- Recall a few strongly reinforced details of a process or procedure.

#### Level 4:

- Sustain focused attention on the demonstrated instructions, process, or procedures.
- Select and attend to important details.
- Recall a few important, moderately reinforced details about the demonstrated process or procedure.

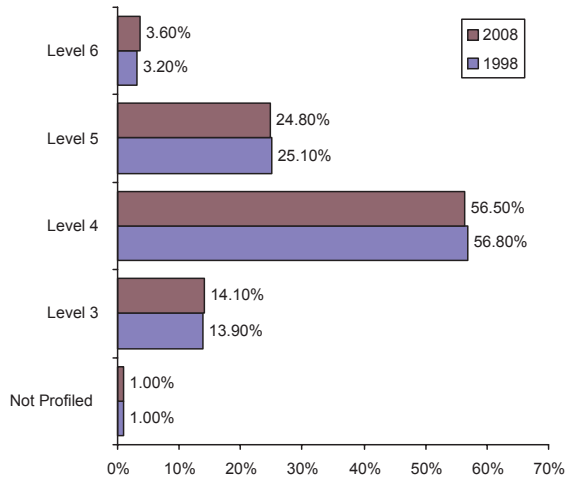
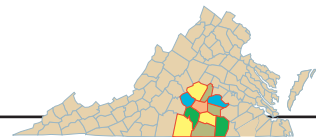
#### Level 5:

- Focus attention on and recall several important aspects of the information presented.
- Ignore irrelevant background information through selective attention to important details.
- Maintain attention to detail.
- Recall several important details about unfamiliar material.

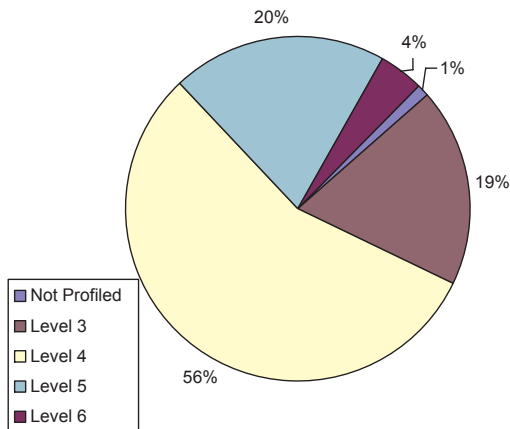
#### Level 6:

- Notice and remember several details that are relevant to the process or procedure being shown.
- Take in and recall incoming sensory information so it can be used to make predictions, comparisons, or evaluations.
- Visualize how a detail or task fits into the entire process or procedure demonstrated.
- Interpret if-then and cause-effect relationships.

The following figure details the percentage of overall jobs in the Southside Region in 1998 and 2008 by required *Observation* skills level, as determined by the ACT occupation skills profiles. The second figure provides a similar breakdown for projected annual job openings between 1998 and 2008. These data show that the majority of jobs will require workers with Level 4 *Observation* skills.



**Proportion of Jobs in the Southside Region by Required Skill Level – Observation**



**Annual Openings in the Southside Region by Required Skill Level – Observation**

## Reading for Information

The *Reading for Information* assessment measures a person's skill in reading and using work-related information including instructions, policies, memos, bulletins, notices, letters, manuals, and governmental regulations. ACT defines the skills levels associated with this category as follows.

### Level 3:

- Identify uncomplicated key concepts and simple details.
- Recognize the proper placement of a step in a sequence of events, or the proper time to perform a task.

- Identify the meaning of a word that is defined within the document.
- Identify the meaning of a simple word that is not defined within the document.
- Recognize the application of instructions given in the document to situations that are also described in the document.

### Level 4:

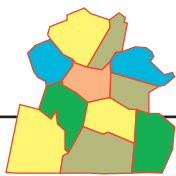
- Identify important details that are less obvious than those in Level 3.
- Recognize the application of more complex instructions, some of which involve several steps, to described situations.
- Recognize cause-effect relationships.
- Determine the meaning of words that are not defined in the document.

### Level 5:

- Identify the paraphrased definition of a technical term or jargon that is defined in the document.
- Recognize the application of technical terms or jargon to stated situations.
- Recognize the definition of an acronym that is defined in the document.
- Identify the appropriate definition of a word with multiple meanings.
- Recognize the application of instructions from the document to new situations that are similar to those described in the document.
- Recognize the application of more complex instructions to described situations, including conditionals and procedures with multiple steps.

### Level 6:

- Recognize the application of jargon or technical terms to new situations.
- Recognize the application of complex instructions to new situations.
- Recognize, from context, the less common meaning of a word with multiple meanings.
- Generalize from the document situations not described in the document.

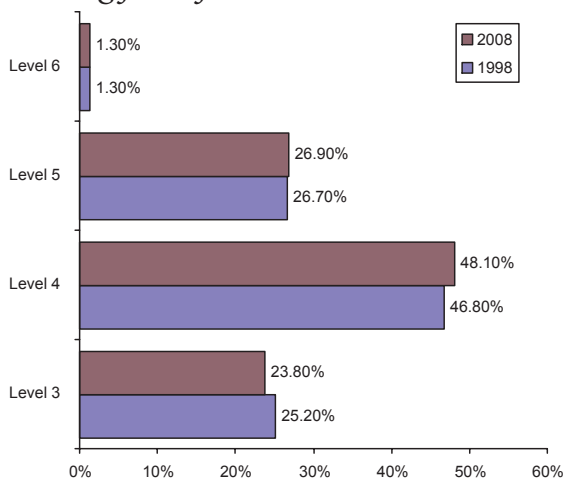


- Identify implied details.
- Explain the rationale behind a procedure, policy, or communication.
- Generalize from the document to a somewhat similar situation.

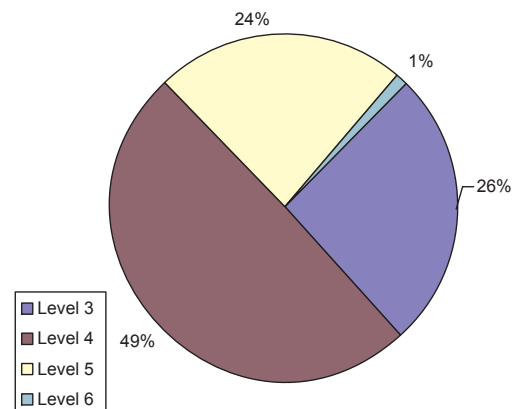
### Level 7:

- Recognize the definitions of difficult, uncommon jargon or technical terms, based on the context of the reading materials.
- Figure out the general principles underlying described situations and apply them to situations neither described in nor completely similar to those in the document.

The following figure details the percentage of overall jobs in the Southside Region in 1998 and 2008 by required *Reading for Information* skills level, as determined by the ACT occupation skills profiles. The second figure provides a similar breakdown for projected annual job openings between 1998 and 2008. These data show that the majority of jobs will require workers with Level 4 *Reading for Information* skills.



**Proportion of Jobs in the Southside Region by Required Skill Level – Reading for Information**



**Annual Openings in the Southside Region by Required Skill Level – Reading for Information**

### Teamwork

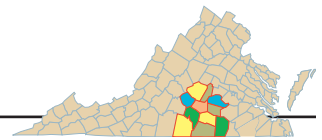
The *Teamwork* assessment measures a person's skill in choosing behaviors and/or actions that simultaneously support relationships within a team and lead toward the accomplishment of work tasks. The following is a description of the skills levels associated with this area.

#### Level 3:

- Identify team goals and ways to work with other team members to accomplish team goals.
- Recognize that a team is having problems finishing a task and identify the cause of those problems.
- Choose actions that actively support the ideas other team members have for accomplishing team goals.
- Recognize the need for trust and dependability in a team environment.

#### Level 4:

- Identify the organization of tasks and the time schedule that would help the team reach goals efficiently, creatively, and effectively.
- Select approaches that accept direction from other team members in order to complete tasks and to build and keep up good team relations.
- Identify behaviors that show appreciation for the personal and professional qualities of other team members and respect for their diversity.
- Recognize the need for commitment to quality and sensitivity to customers while pursuing the team goal.



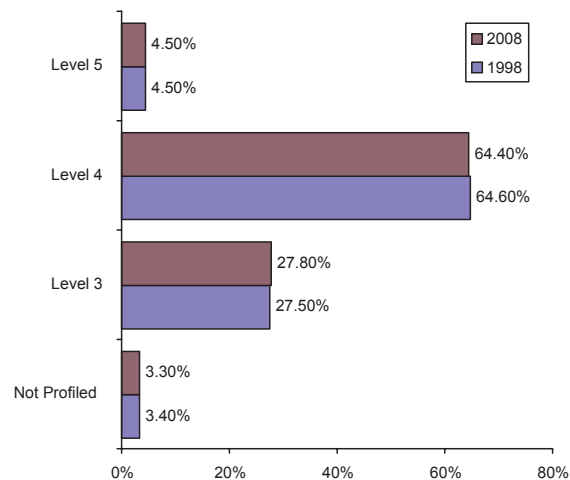
## Level 5:

- Identify courses of action that give direction to other team members.
- Determine the best use of team talents to accomplish goals.
- Choose approaches that encourage other team members to improve relationships and/or complete tasks.
- Consider and evaluate the possible effects of alternative behaviors on both team relationships and the completion of tasks.

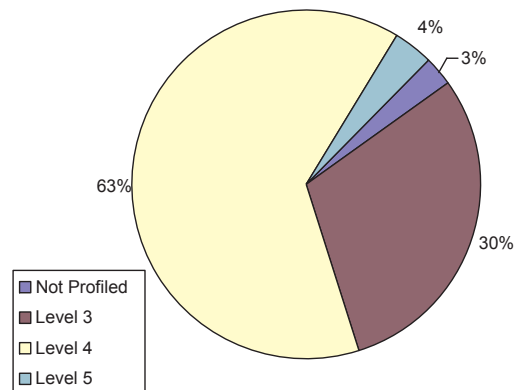
## Level 6:

- Identify the focus of team activity and select a new focus if that would help the team meet its goals more effectively.
- Select approaches that show a willingness to give and take direction, as needed, to further team goals (e.g., recognize the organization of team members' tasks that would best serve the larger goals of the team).
- Choose approaches that encourage a team to act as a unit and reach agreement when discussing specific issues.
- Identify actions that would help manage differences of opinion between team members, moving the team toward its goals while valuing and supporting individual diversity.

The following figure details the percentage of overall jobs in the Southside Region in 1998 and 2008 by required *Teamwork* skills level, as determined by the ACT occupation skills profiles. The second figure provides a similar breakdown for projected annual job openings between 1998 and 2008. These data show that the majority of jobs will require workers with Level 4 *Teamwork* skills.



**Proportion of Jobs In the Southside Region by Required Skill Level – Teamwork**



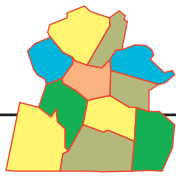
**Annual Openings in the Southside Region by Required Skill Level – Teamwork**

## Writing

The *Writing* portion of the *Listening* and *Writing* assessment measures a person's skill in writing work-related messages. ACT defines the skills levels associated with this category as follows.

### Level 1:

- Write messages in English that contain a large number of major grammatical, punctuation, spelling, and/or other mechanical errors making the messages very unclear and inconsistent with standard business English.



### Level 2:

- Write messages that are generally understandable, but contain many errors in grammar, punctuation, and/or sentence structure making these messages somewhat difficult to comprehend.

### Level 3:

- Write messages that are clear, but may include some incomplete sentences and/or errors in grammar and punctuation.

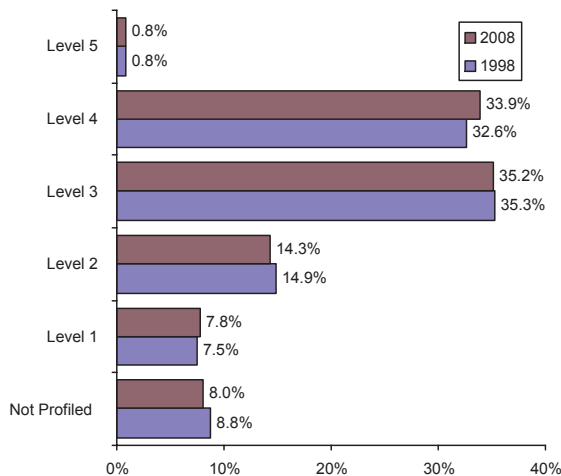
### Level 4:

- Write messages that are clear and generally consistent with standard business English, but may contain a few minor errors in grammar and punctuation, and/or the writing style may lack clear organization and appropriate transitions.

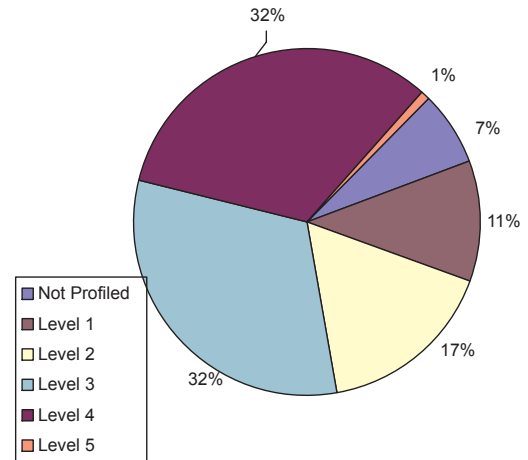
### Level 5:

- Write messages that are clear and highly consistent with standard business English.
- Use good sentence structure with a smooth, logical style and no mechanical errors.

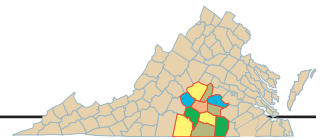
The following figure details the percentage of overall jobs in the Southside Region in 1998 and 2008 by required *Writing* skills level, as determined by the ACT occupation skills profiles. The second figure provides a similar breakdown for projected annual job openings between 1998 and 2008. These data show that the majority of jobs will require workers with Level 3 and Level 4 *Writing* skills.



**Proportion of Jobs In the Southside Region by Required Skill Level – Writing**



**Annual Openings in the Southside Region by Required Skill Level – Writing**



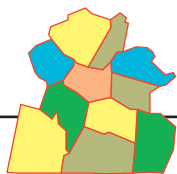
## Graduate Data

As a compliment to the prior two sections which detailed the likely demand for skilled workers in the region, this section provides data on the current supply

of graduates within WIA VIII. These data reflect number of graduates, by institution, and by academic program for the 2002-2003 academic year.<sup>1</sup>

Institution	Program (CIP Code)	Cert. <1 yr.	Cert. >1 <2 yr.	Assoc.	BA	1st Prof.	MA	PH.D.
Hampden-Sydney College	English Language and Literature, General (23.0101)	0	0	0	15	0	0	0
Hampden-Sydney College	Biology, General (26.0101)	0	0	0	12	0	0	0
Hampden-Sydney College	Mathematics (27.0101)	0	0	0	1	0	0	0
Hampden-Sydney College	Applied Mathematics, General (27.0301)	0	0	0	3	0	0	0
Hampden-Sydney College	Mathematics and Computer Science (30.0801)	0	0	0	3	0	0	0
Hampden-Sydney College	Religion/Religious Studies (38.0201)	0	0	0	3	0	0	0
Hampden-Sydney College	Philosophy (38.0101)	0	0	0	1	0	0	0
Hampden-Sydney College	Chemistry, General (40.0501)	0	0	0	3	0	0	0
Hampden-Sydney College	Physics, General (40.0801)	0	0	0	5	0	0	0
Hampden-Sydney College	Psychology, General (42.0101)	0	0	0	14	0	0	0
Hampden-Sydney College	Economics, General (45.0601)	0	0	0	70	0	0	0
Hampden-Sydney College	Economics, Other (45.0699)	0	0	0	7	0	0	0
Hampden-Sydney College	History, General (45.0801)	0	0	0	38	0	0	0
Hampden-Sydney College	Political Science, General (45.1001)	0	0	0	28	0	0	0
Hampden-Sydney College	Fine Arts and Art Studies, Other (50.0799)	0	0	0	2	0	0	0
Longwood Univ	Environmental Science/Studies (03.0102)	0	0	0	0	0	6	0
Longwood Univ	Communications, General (09.0101)	0	0	0	21	0	0	0
Longwood Univ	Computer Science (11.0701)	0	0	0	8	0	0	0
Longwood Univ	Education, General (13.0101)	0	0	0	0	0	88	0
Longwood Univ	Foreign Languages and Literatures, General (16.0101)	0	0	0	4	0	0	0

<sup>1</sup> Source: State Council of Higher Education for Virginia, Research Report C1, Completion Summary. Where data for 2002-2003 were not available, 2001-2002 data have been used.

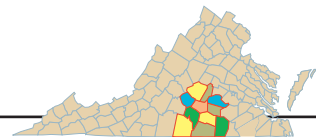


Institution	Program (CIP Code)	Cert. <1 yr.	Cert. >1 <2 yr.	Assoc.	BA	1st Prof.	MA	PH.D.
Longwood Univ	English Language and Literature, General (23.0101)	0	0	0	27	0	6	0
Longwood Univ	Liberal Arts and Sciences/Liberal Studies (24.0101)	0	0	0	159	0	0	0
Longwood Univ	Biology, General (26.0101)	0	0	0	39	0	0	0
Longwood Univ	Mathematics (27.0101)	0	0	0	8	0	0	0
Longwood Univ	Health and Physical Education, General (31.0501)	0	0	0	19	0	0	0
Longwood Univ	Physics, General (40.0801)	0	0	0	11	0	0	0
Longwood Univ	Chemistry, General (40.0501)	0	0	0	5	0	0	0
Longwood Univ	Psychology, General (42.0101)	0	0	0	49	0	0	0
Longwood Univ	Social Work (44.0701)	0	0	0	24	0	0	0
Longwood Univ	Anthropology (45.0201)	0	0	0	11	0	0	0
Longwood Univ	Economics, General (45.0601)	0	0	0	13	0	0	0
Longwood Univ	History, General (45.0801)	0	0	0	28	0	0	0
Longwood Univ	Political Science, General (45.1001)	0	0	0	9	0	0	0
Longwood Univ	Sociology (45.1101)	0	0	0	26	0	5	0
Longwood Univ	Visual and Performing Arts (50.0101)	0	0	0	54	0	0	0
Longwood Univ	Speech-Language Pathology and Audiology (51.0204)	0	0	0	7	0	0	0
Longwood Univ	Recreational Therapy (51.2309)	0	0	0	24	0	0	0
Longwood Univ	Business Administration and Management, General (52.0201)	0	0	0	160	0	0	0
Southside Virginia CC	Mechanical Engineering-Related Technol./Technicians, Other (15.0899)	0	0	1	0	0	0	0
Southside Virginia CC	Industrial Production Technol./Technicians, Other (15.0699)	0	3	0	0	0	0	0
Southside Virginia CC	Environmental Control Technol./Technicians, Other (15.0599)	0	8	0	0	0	0	0
Southside Virginia CC	Electrical and Electronic Engin.-Related Technol./Technicians, Other (15.0399)	0	5	7	0	0	0	0
Southside Virginia CC	Liberal Art and Sciences, General Studies and Humanities, Other (24.0199)	0	0	94	0	0	0	0



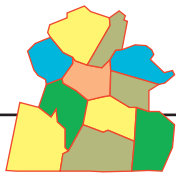
# Education Profile

## WIA VIII

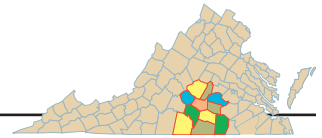


Institution	Program (CIP Code)	Cert. <1 yr.	Cert. >1 <2 yr.	Assoc.	BA	1st Prof.	MA	PH.D.
Southside Virginia CC	Protective Services, Other (43.9999)	0	5	35	0	0	0	0
Southside Virginia CC	Vehicle and Mobile Equipment Mechanics and Repairers, Other (47.0699)	0	2	0	0	0	0	0
Southside Virginia CC	Nursing (R.N. Training) (51.1601)	0	34	0	0	0	0	0
Southside Virginia CC	Mental Health Services, Other (51.1599)	250	6	31	0	0	0	0
Southside Virginia CC	Administrative Assistant/Secretarial Science, General (52.0401)	0	3	10	0	0	0	0
Southside Virginia CC	Management Information Systems and Business Data Processing, General (52.1201)	0	11	34	0	0	0	0
Southside Virginia CC	Business, General (52.0101)	0	1	27	0	0	0	0
St. Paul's College	Computer Science (11.0701)	0	0	0	3	0	0	0
St. Paul's College	Elementary Teacher Education (13.1202)	0	0	0	1	0	0	0
St. Paul's College	Junior High/Intermediate/Middle School Teacher Education (13.1203)	0	0	0	1	0	0	0
St. Paul's College	Secondary Teacher Education (13.1205)	0	0	0	2	0	0	0
St. Paul's College	English Language and Literature, General (23.0101)	0	0	0	2	0	0	0
St. Paul's College	General Studies (24.0102)	0	0	0	1	0	0	0
St. Paul's College	Biology, General (26.0101)	0	0	0	3	0	0	0
St. Paul's College	Mathematics (27.0101)	0	0	0	1	0	0	0
St. Paul's College	Criminal Justice Studies (43.0104)	0	0	0	10	0	0	0
St. Paul's College	Social Sciences, General (45.0101)	0	0	0	2	0	0	0
St. Paul's College	International Relations and Affairs (45.0901)	0	0	0	4	0	0	0
St. Paul's College	Sociology (45.1101)	0	0	0	12	0	0	0
St. Paul's College	Accounting (52.0301)	0	0	0	3	0	0	0
St. Paul's College	Administrative Assistant/Secretarial Science, General (52.0401)	0	0	0	1	0	0	0
St. Paul's College	Business Administration and Management, Other (52.0299)	0	0	0	10	0	0	0



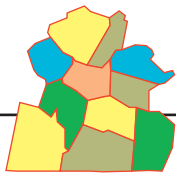


Institution	Program (CIP Code)	Cert. <1 yr.	Cert. >1 <2 yr.	Assoc.	BA	1st Prof.	MA	PH.D.
St. Paul's College	Operations Management and Supervision (52.0205)	0	0	0	43	0	0	0
St. Paul's College	Business Administration and Management, General (52.0201)	0	0	0	3	0	0	0



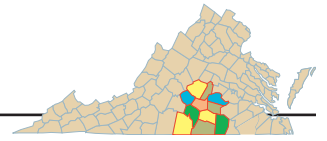
## WIA VIII Training Providers List

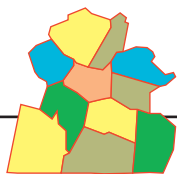
Provider Name	Contact Information	List of Programs/Courses
<b>Amelia Nottoway Vocational Center</b>	Route 1 Box 252 Jetersville VA 23083 Phone: 804-645-7854	Cosmetology Nursing Assistant
<b>Cosmetology Arts Center</b>	310 E. Pine Street LaCrosse VA 23950 Phone: 434-757-1900	Cosmetology Cosmetology Instructor Nail
<b>Felton Brothers Transit Mix Inc</b>	P.O. Box 463 South Boston VA 24592 Phone: 434-447-6543	CDL Driver Training
<b>Halifax County Public Schools</b>	1030 Mary Bethune Street Halifax VA 24558 Phone: 804-476-3116	Adult Basic Education/GED Certified Nursing Assistant Keyboarding/Computer Applications
<b>Longwood College Office of Noncredit Education</b>	201 High Street Farmville VA 23909 Phone: 804-395-2170 Email: <a href="mailto:schedul@longwood.lwc.edu">schedul@longwood.lwc.edu</a> Web: <a href="http://www.longwood.edu/noncredit">www.longwood.edu/noncredit</a>	Legal Secretary Certificate Course Paralegal Certificate Course
<b>Prince Edward County Public Schools</b>	Route 5, Box 680 Farmville VA 23901 Phone: 804-392-6160 Email: <a href="mailto:mfwhiteh@pen.k12.va.us">mfwhiteh@pen.k12.va.us</a> Web: <a href="http://www.pecps.k12.va.us">www.pecps.k12.va.us</a>	Nurse Aide Education
<b>Prince Edward School of Cosmetology and Nail Technology</b>	110 N Main St. Farmville VA 23901 Phone: 804-392-1656 Email: <a href="mailto:theouteryou@hotmail.com">theouteryou@hotmail.com</a>	Cosmetology
<b>Salon I Styling School</b>	12215 Lunenburg County Road Keysville VA 23947 Phone: 434-736-8500	Cosmetology Nail Technology
<b>Simply Red Marketing</b>	526 Main Street - Suite 22 PO Box 178 South Boston VA 24592 Phone: 434-572-5299 Email: <a href="mailto:rodneyd@pure.net">rodneyd@pure.net</a>	State Insurance Licensure Class
<b>Southside School of Practical Nursing</b>	900 Oak Street Farmville VA 23901 Phone: 804-315-2630	Practical Nursing
<b>Southside Virginia Community College</b>	200 Daniel Road Keysville VA 23947 Phone: 804-736-2000	College Courses
<b>STEPS Inc</b>	225 Industrial Park Road Farmville VA 23901 Phone: 804-315-5909 Email: <a href="mailto:shsteps@moonstar.com">shsteps@moonstar.com</a>	Clerical Training Custodial Training Groundskeeping Material Handling Sewing



### WIA VIII Training Providers List (continued)

Provider Name	Contact Information	List of Programs/Courses
Styles Unlimited Beauty School	120 Edmunds Boulevard P. O. Box 751 Halifax VA 24558 Phone: 804-476-1277	Barber Cosmetology Nail Technology





### V. Summary and Conclusions

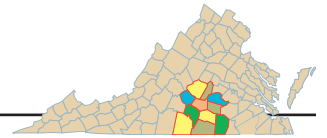
Population trends in WIA VIII, as in other parts of the United States, are currently dominated by the aging of the baby-boom generation. Between 2000 and 2010 this demographic phenomena will cause a major increase in the 55 and over population within the region. The net result of this increase will be a significant “graying” of the overall population.

One implication of this is that younger entry-level workers will be in short supply. This should elevate the importance of workforce services in facilitating the efficient and effective use of existing labor resources by getting younger trained workers into the workforce, and retraining or upgrading the skills of older displaced workers.

Another significant trend within WIA VIII has to do with declining employment in Manufacturing (the largest employment sector in the local economy), coupled with increasing employment in Services (especially health care and education) and Retail Trade.

One implication of this relative shift in employment away from Manufacturing and toward Services and Retail Trade is likely to be downward pressure on wages. Whereas Manufacturing comprised the 4<sup>th</sup> highest wage sector in the local economy, Retail Trade ranks 16<sup>th</sup>, Education 10<sup>th</sup>, and Health Care 9<sup>th</sup>.

Finally, it is important to note the likely effect that a shift away from Manufacturing and toward Services and Retail Trade will have on the occupation-driven demand for training and worker skills. As demonstrated in this report, it can be anticipated that employment increases in the Service sector – specifically, health care and education – are likely to account for much of the demand for trained workers between 1998 and 2008.



## Average Weekly Wage

*Amelia County*

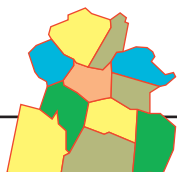
INDUSTRY SECTOR	2002 (\$)
****TOTAL****	\$455
AGRICULTURE	\$468
MINING	D
UTILITIES	D
CONSTRUCTION	\$461
MANUFACTURING	\$470
TRADE-WHOLESALE	\$525
TRADE-RETAIL	\$372
TRANSPORTATION	\$565
INFORMATION	\$668
FINANCE/INSURNC	\$570
REAL ESTATE	\$161
PROF/TECH SERV	\$450
MANAGMNT OF COS	D
ADMIN/WASTE SER	\$582
EDUCATIONAL SER	D
HEALTH CARE	\$369
ARTS/ENTER/REC	D
ACCOMMDATN/FOOD	\$152
OTHER SERVICES	\$345
GOVT TOTAL	\$530
GOVT FEDERAL	\$549
GOVT STATE	\$554
GOVT LOCAL	\$518
UNCLASSIFIED	\$0

*Appomattox County*

INDUSTRY SECTOR	2002 (\$)
****TOTAL****	\$452
AGRICULTURE	\$455
MINING	D
UTILITIES	\$972
CONSTRUCTION	\$504
MANUFACTURING	D
TRADE-WHOLESALE	\$550
TRADE-RETAIL	\$319
TRANSPORTATION	\$704
INFORMATION	D
FINANCE/INSURNC	\$475
REAL ESTATE	\$341
PROF/TECH SERV	\$395
MANAGMNT OF COS	\$641
ADMIN/WASTE SER	\$265
EDUCATIONAL SER	D
HEALTH CARE	\$361
ARTS/ENTER/REC	D
ACCOMMDATN/FOOD	\$169
OTHER SERVICES	\$333
GOVT TOTAL	\$505
GOVT FEDERAL	\$548
GOVT STATE	\$637
GOVT LOCAL	\$452
UNCLASSIFIED	\$0

"D" indicates nondisclosed data.

Source: Covered Employment and Wage data, Annualized 2002.



### Average Weekly Wage

#### *Brunswick County*

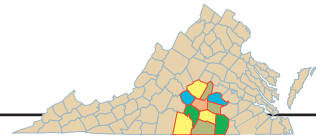
INDUSTRY SECTOR	2002 (\$)
****TOTAL****	\$461
AGRICULTURE	\$581
MINING	D
UTILITIES	D
CONSTRUCTION	\$477
MANUFACTURING	\$498
TRADE-WHOLESALE	\$501
TRADE-RETAIL	\$322
TRANSPORTATION	\$489
INFORMATION	D
FINANCE/INSURNC	\$570
REAL ESTATE	\$243
PROF/TECH SERV	\$662
MANAGMNT OF COS	D
ADMIN/WASTE SER	D
EDUCATIONAL SER	D
HEALTH CARE	\$375
ARTS/ENTER/REC	D
ACCOMMDATN/FOOD	\$213
OTHER SERVICES	\$273
GOVT TOTAL	\$491
GOVT FEDERAL	\$585
GOVT STATE	\$567
GOVT LOCAL	\$421
UNCLASSIFIED	\$0

#### *Buckingham County*

INDUSTRY SECTOR	2002 (\$)
****TOTAL****	\$488
AGRICULTURE	\$584
MINING	\$630
UTILITIES	D
CONSTRUCTION	\$415
MANUFACTURING	\$461
TRADE-WHOLESALE	\$469
TRADE-RETAIL	\$300
TRANSPORTATION	\$461
INFORMATION	\$264
FINANCE/INSURNC	\$402
REAL ESTATE	\$176
PROF/TECH SERV	\$1,074
MANAGMNT OF COS	D
ADMIN/WASTE SER	\$718
EDUCATIONAL SER	D
HEALTH CARE	\$447
ARTS/ENTER/REC	D
ACCOMMDATN/FOOD	\$226
OTHER SERVICES	\$463
GOVT TOTAL	\$534
GOVT FEDERAL	\$619
GOVT STATE	\$586
GOVT LOCAL	\$469
UNCLASSIFIED	\$0

"D" indicates nondisclosed data.

Source: Covered Employment and Wage data, Annualized 2002.



## Average Weekly Wage

### Charlotte County

INDUSTRY SECTOR	2002 (\$)
****TOTAL****	\$445
AGRICULTURE	\$412
MINING	D
UTILITIES	D
CONSTRUCTION	\$408
MANUFACTURING	\$493
TRADE-WHOLESALE	\$605
TRADE-RETAIL	\$303
TRANSPORTATION	\$565
INFORMATION	D
FINANCE/INSURNC	D
REAL ESTATE	\$255
PROF/TECH SERV	\$374
MANAGMNT OF COS	D
ADMIN/WASTE SER	\$284
EDUCATIONAL SER	D
HEALTH CARE	\$354
ARTS/ENTER/REC	\$290
ACCOMMDATN/FOOD	\$204
OTHER SERVICES	\$254
GOVT TOTAL	\$453
GOVT FEDERAL	\$629
GOVT STATE	\$456
GOVT LOCAL	\$435
UNCLASSIFIED	\$0

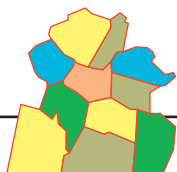
### Cumberland County

INDUSTRY SECTOR	2002 (\$)
****TOTAL****	\$426
AGRICULTURE	\$480
MINING	D
UTILITIES	D
CONSTRUCTION	\$364
MANUFACTURING	\$964
TRADE-WHOLESALE	\$567
TRADE-RETAIL	\$344
TRANSPORTATION	\$493
INFORMATION	D
FINANCE/INSURNC	D
REAL ESTATE	D
PROF/TECH SERV	\$425
MANAGMNT OF COS	D
ADMIN/WASTE SER	\$376
EDUCATIONAL SER	D
HEALTH CARE	\$360
ARTS/ENTER/REC	D
ACCOMMDATN/FOOD	\$136
OTHER SERVICES	\$288
GOVT TOTAL	\$432
GOVT FEDERAL	\$549
GOVT STATE	\$477
GOVT LOCAL	\$421
UNCLASSIFIED	\$0

"D" indicates nondisclosed data.

Source: Covered Employment and Wage data, Annualized 2002.





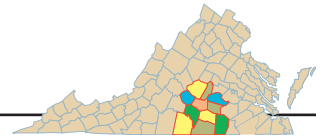
### Average Weekly Wage

#### *Halifax County*

INDUSTRY SECTOR	2002 (\$)
****TOTAL****	\$499
AGRICULTURE	\$352
MINING	D
UTILITIES	D
CONSTRUCTION	\$501
MANUFACTURING	\$619
TRADE-WHOLESALE	\$519
TRADE-RETAIL	\$314
TRANSPORTATION	\$492
INFORMATION	\$646
FINANCE/INSURNC	\$538
REAL ESTATE	\$504
PROF/TECH SERV	\$470
MANAGMNT OF COS	D
ADMIN/WASTE SER	\$346
EDUCATIONAL SER	D
HEALTH CARE	\$584
ARTS/ENTER/REC	\$261
ACCOMMDATN/FOOD	\$181
OTHER SERVICES	\$341
GOVT TOTAL	\$504
GOVT FEDERAL	\$715
GOVT STATE	\$598
GOVT LOCAL	\$470
UNCLASSIFIED	\$0

#### *Lunenburg County*

INDUSTRY SECTOR	2002 (\$)
****TOTAL****	\$488
AGRICULTURE	\$309
MINING	D
UTILITIES	D
CONSTRUCTION	\$611
MANUFACTURING	\$475
TRADE-WHOLESALE	D
TRADE-RETAIL	\$282
TRANSPORTATION	\$482
INFORMATION	D
FINANCE/INSURNC	\$387
REAL ESTATE	D
PROF/TECH SERV	\$251
MANAGMNT OF COS	D
ADMIN/WASTE SER	\$305
EDUCATIONAL SER	D
HEALTH CARE	\$419
ARTS/ENTER/REC	D
ACCOMMDATN/FOOD	\$115
OTHER SERVICES	\$255
GOVT TOTAL	\$517
GOVT FEDERAL	\$608
GOVT STATE	\$591
GOVT LOCAL	\$462
UNCLASSIFIED	\$0



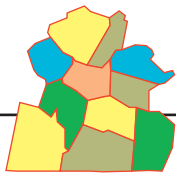
## Average Weekly Wage

### *Mecklenburg County*

INDUSTRY SECTOR	2002 (\$)
****TOTAL****	\$429
AGRICULTURE	\$355
MINING	D
UTILITIES	D
CONSTRUCTION	\$467
MANUFACTURING	\$475
TRADE-WHOLESALE	\$523
TRADE-RETAIL	\$304
TRANSPORTATION	\$400
INFORMATION	\$472
FINANCE/INSURNC	\$529
REAL ESTATE	\$390
PROF/TECH SERV	\$461
MANAGMNT OF COS	D
ADMIN/WASTE SER	\$329
EDUCATIONAL SER	D
HEALTH CARE	\$558
ARTS/ENTER/REC	\$233
ACCOMMDATN/FOOD	\$166
OTHER SERVICES	\$241
GOVT TOTAL	\$493
GOVT FEDERAL	\$770
GOVT STATE	\$611
GOVT LOCAL	\$415
UNCLASSIFIED	\$0

### *Nottoway County*

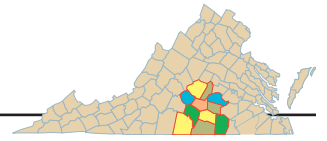
INDUSTRY SECTOR	2002 (\$)
****TOTAL****	\$457
AGRICULTURE	\$513
MINING	D
UTILITIES	D
CONSTRUCTION	\$436
MANUFACTURING	\$522
TRADE-WHOLESALE	\$443
TRADE-RETAIL	\$317
TRANSPORTATION	\$374
INFORMATION	\$604
FINANCE/INSURNC	\$523
REAL ESTATE	\$324
PROF/TECH SERV	\$341
MANAGMNT OF COS	\$889
ADMIN/WASTE SER	\$92
EDUCATIONAL SER	D
HEALTH CARE	\$290
ARTS/ENTER/REC	\$209
ACCOMMDATN/FOOD	\$157
OTHER SERVICES	\$366
GOVT TOTAL	\$547
GOVT FEDERAL	\$802
GOVT STATE	\$554
GOVT LOCAL	\$405
UNCLASSIFIED	\$0



### Average Weekly Wage

#### *Prince Edward County*

INDUSTRY SECTOR	2002 (\$)
****TOTAL****	\$460
AGRICULTURE	\$350
MINING	D
UTILITIES	D
CONSTRUCTION	\$555
MANUFACTURING	\$494
TRADE-WHOLESALE	\$621
TRADE-RETAIL	\$373
TRANSPORTATION	\$316
INFORMATION	\$541
FINANCE/INSURNC	\$590
REAL ESTATE	\$322
PROF/TECH SERV	\$551
MANAGMNT OF COS	D
ADMIN/WASTE SER	\$262
EDUCATIONAL SER	\$571
HEALTH CARE	\$497
ARTS/ENTER/REC	D
ACCOMMDATN/FOOD	\$228
OTHER SERVICES	\$308
GOVT TOTAL	\$581
GOVT FEDERAL	\$821
GOVT STATE	\$656
GOVT LOCAL	\$486
UNCLASSIFIED	\$0



## Unemployment Rate Trends

### *Amelia County*

Year	Rate
2002	4.0
2001	2.7
2000	2.2
1999	2.5
1998	2.7

Year	Rate
1997	4.8
1996	3.7
1995	5.2
1994	6.4
1993	6.3

### *Appomattox County*

Year	Rate
2002	8.2
2001	6.8
2000	3.2
1999	4.0
1998	4.1

Year	Rate
1997	5.8
1996	5.8
1995	6.0
1994	6.8
1993	7.1

### *Brunswick County*

Year	Rate
2002	5.4
2001	5.2
2000	3.1
1999	4.1
1998	4.3

Year	Rate
1997	6.5
1996	7.3
1995	6.9
1994	8.1
1993	7.8

### *Buckingham County*

Year	Rate
2002	3.0
2001	2.7
2000	3.1
1999	4.2
1998	5.2

Year	Rate
1997	6.0
1996	5.0
1995	5.0
1994	4.6
1993	5.6

### *Charlotte County*

Year	Rate
2002	7.3
2001	4.2
2000	3.1
1999	3.1
1998	3.7

Year	Rate
1997	6.6
1996	8.7
1995	7.2
1994	6.2
1993	9.0

### *Cumberland County*

Year	Rate
2002	2.9
2001	2.2
2000	1.7
1999	2.0
1998	2.9

Year	Rate
1997	4.9
1996	2.9
1995	2.6
1994	2.9
1993	5.2

### *Halifax County*

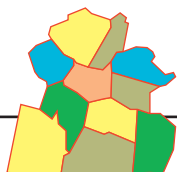
Year	Rate
2002	11.2
2001	9.4
2000	6.5
1999	6.3
1998	7.3

Year	Rate
1997	11.7
1996	11.2
1995	7.6
1994	6.6
1993	6.9

### *Lunenburg County*

Year	Rate
2002	6.7
2001	6.1
2000	4.8
1999	4.8
1998	6.0

Year	Rate
1997	9.6
1996	9.8
1995	12.7
1994	9.6
1993	8.9



### Unemployment Rate Trends

#### *Mecklenburg County*

Year	Rate
2002	11.8
2001	7.2
2000	3.8
1999	5.4
1998	4.5

Year	Rate
1997	6.0
1996	8.6
1995	7.0
1994	6.0
1993	6.0

#### *Nottoway County*

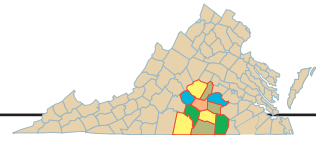
Year	Rate
2002	3.6
2001	3.6
2000	2.6
1999	2.8
1998	3.7

Year	Rate
1997	7.2
1996	6.3
1995	5.6
1994	7.1
1993	6.5

#### *Prince Edward County*

Year	Rate
2002	4.9
2001	4.1
2000	2.9
1999	3.6
1998	4.7

Year	Rate
1997	8.3
1996	5.9
1995	5.3
1994	4.7
1993	8.5



## Population by Age

### *Amelia County*

	1990	2000	2010	2020	2030
0-14	1,889	2,347	2,136	2,316	2,648
15-24	1,166	1,311	1,613	1,431	1,604
25-34	1,407	1,365	1,393	1,686	1,517
35-44	1,272	1,969	2,089	1,977	2,362
45-54	1,052	1,605	2,124	2,256	2,164
55+	2,001	2,803	4,044	5,535	6,705
Total	8,787	11,400	13,400	15,200	17,000

### *Appomattox County*

	1990	2000	2010	2020	2030
0-14	2,499	2,775	2,288	2,862	3,101
15-24	1,680	1,581	1,928	1,266	1,731
25-34	1,835	1,660	1,978	2,373	1,661
35-44	1,738	2,152	1,379	1,695	2,271
45-54	1,504	1,898	2,288	1,446	1,821
55+	3,042	3,639	4,839	6,257	6,616
Total	12,298	13,705	14,700	15,900	17,200

### *Brunswick County*

	1990	2000	2010	2020	2030
0-14	3,135	3,080	2,725	2,879	3,018
15-24	2,674	2,518	2,206	1,881	2,038
25-34	2,390	2,692	2,314	2,070	1,839
35-44	2,280	2,962	2,736	2,417	2,208
45-54	1,582	2,601	3,103	2,910	2,618
55+	3,926	4,566	5,617	6,843	7,579
Total	15,987	18,419	18,700	19,000	19,300

### *Buckingham County*

	1990	2000	2010	2020	2030
0-14	2,504	2,869	2,782	3,107	3,296
15-24	1,708	1,798	1,868	1,768	2,136
25-34	2,206	2,242	1,960	1,968	1,912
35-44	1,993	2,748	2,549	2,228	2,311
45-54	1,383	2,276	2,863	2,678	2,448
55+	3,079	3,690	4,978	6,450	7,397
Total	12,873	15,623	17,000	18,200	19,500

### *Charlotte County*

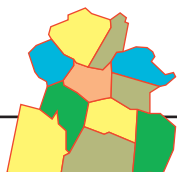
	1990	2000	2010	2020	2030
0-14	2,333	2,496	2,412	2,504	2,583
15-24	1,687	1,435	1,615	1,532	1,661
25-34	1,589	1,409	1,179	1,363	1,343
35-44	1,472	1,860	1,721	1,426	1,640
45-54	1,267	1,662	1,955	1,838	1,507
55+	3,340	3,610	4,118	4,737	5,067
Total	11,688	12,472	13,000	13,400	13,800

### *Cumberland County*

	1990	2000	2010	2020	2030
0-14	1,669	1,882	1,875	1,985	2,176
15-24	1,080	1,009	1,234	1,275	1,320
25-34	1,137	1,126	1,068	1,263	1,320
35-44	1,053	1,395	1,424	1,323	1,522
45-54	932	1,279	1,447	1,492	1,380
55+	1,954	2,326	3,053	3,661	4,082
Total	7,825	9,017	10,100	11,000	11,800

2010 - 2030 data are projections.

Source: Virginia Employment Commission 8/03, U.S. Census Bureau.



### Population by Age

#### *Halifax County*

	1990	2000	2010	2020	2030
0-14	7,129	7,215	5,993	6,120	6,426
15-24	4,785	4,082	4,349	3,672	3,586
25-34	4,966	4,325	4,430	4,248	3,710
35-44	5,247	5,532	4,198	4,493	4,609
45-54	4,088	5,542	5,103	3,841	4,282
55+	9,815	10,659	12,427	13,626	12,888
Total	36,030	37,355	36,500	36,000	35,500

#### *Lunenburg County*

	1990	2000	2010	2020	2030
0-14	2,457	2,272	1,854	1,906	1,952
15-24	1,365	1,579	1,415	1,129	1,240
25-34	1,497	1,577	1,575	1,398	1,125
35-44	1,687	2,120	1,565	1,595	1,500
45-54	1,230	1,985	2,208	1,657	1,702
55+	3,183	3,613	4,783	5,815	5,880
Total	11,419	13,146	13,400	13,500	13,400

#### *Mecklenburg County*

	1990	2000	2010	2020	2030
0-14	5,611	5,746	5,687	5,479	5,848
15-24	3,681	3,559	3,358	3,726	3,605
25-34	4,287	3,909	3,307	3,158	3,567
35-44	4,113	4,965	4,038	3,537	3,417
45-54	3,126	4,595	5,223	4,344	3,811
55+	8,423	9,606	11,087	12,757	13,052
Total	29,241	32,380	32,700	33,000	33,300

#### *Nottoway County*

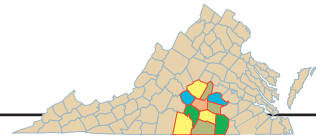
	1990	2000	2010	2020	2030
0-14	2,796	2,964	2,800	2,811	2,638
15-24	1,870	1,901	2,041	1,880	1,834
25-34	2,443	2,098	2,095	2,095	2,095
35-44	2,108	2,505	2,501	2,501	2,501
45-54	1,576	2,027	2,024	2,024	2,024
55+	4,200	4,230	4,240	4,389	4,609
Total	14,993	15,725	15,700	15,700	15,700

#### *Prince Edward County*

	1990	2000	2010	2020	2030
0-14	2,972	3,296	3,988	4,624	5,243
15-24	4,955	5,325	5,614	5,862	6,090
25-34	2,063	1,996	2,641	3,211	3,792
35-44	1,988	2,442	2,930	3,485	4,111
45-54	1,405	2,263	2,523	2,739	2,924
55+	3,937	4,398	4,804	4,979	5,040
Total	17,320	19,720	22,500	24,900	27,200

2010 - 2030 data are projections.

Source: Virginia Employment Commission 8/03, U.S. Census Bureau.



## Employment by Industry

### *Amelia County*

INDUSTRY SECTOR	2002
****TOTAL****	2,464
AGRICULTURE	206
MINING	D
UTILITIES	D
CONSTRUCTION	385
MANUFACTURING	307
TRADE-WHOLESALE	145
TRADE-RETAIL	224
TRANSPORTATION	80
INFORMATION	20
FINANCE/INSURNC	40
REAL ESTATE	7
PROF/TECH SERV	59
MANAGMNT OF COS	D
ADMIN/WASTE SER	28
EDUCATIONAL SER	D
HEALTH CARE	224
ARTS/ENTER/REC	D
ACCOMMDATN/FOOD	103
OTHER SERVICES	41
GOVT TOTAL	541
GOVT FEDERAL	34
GOVT STATE	139
GOVT LOCAL	369
UNCLASSIFIED	0

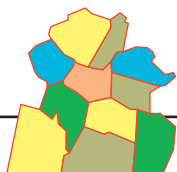
### *Appomattox County*

INDUSTRY SECTOR	2002
****TOTAL****	3,492
AGRICULTURE	37
MINING	D
UTILITIES	19
CONSTRUCTION	396
MANUFACTURING	D
TRADE-WHOLESALE	49
TRADE-RETAIL	535
TRANSPORTATION	94
INFORMATION	D
FINANCE/INSURNC	45
REAL ESTATE	27
PROF/TECH SERV	52
MANAGMNT OF COS	64
ADMIN/WASTE SER	81
EDUCATIONAL SER	D
HEALTH CARE	208
ARTS/ENTER/REC	D
ACCOMMDATN/FOOD	194
OTHER SERVICES	75
GOVT TOTAL	832
GOVT FEDERAL	61
GOVT STATE	209
GOVT LOCAL	562
UNCLASSIFIED	0

"D" indicates nondisclosed data.

Source: Covered Employment and Wage data, Annualized 2002.





### Employment by Industry

#### *Brunswick County*

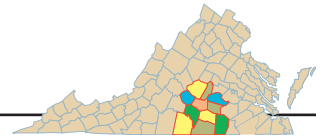
INDUSTRY SECTOR	2002
****TOTAL****	4,764
AGRICULTURE	302
MINING	D
UTILITIES	D
CONSTRUCTION	291
MANUFACTURING	616
TRADE-WHOLESALE	72
TRADE-RETAIL	382
TRANSPORTATION	221
INFORMATION	D
FINANCE/INSURNC	70
REAL ESTATE	13
PROF/TECH SERV	35
MANAGMNT OF COS	D
ADMIN/WASTE SER	D
EDUCATIONAL SER	D
HEALTH CARE	214
ARTS/ENTER/REC	D
ACCOMMDATN/FOOD	243
OTHER SERVICES	96
GOVT TOTAL	1,441
GOVT FEDERAL	55
GOVT STATE	629
GOVT LOCAL	757
UNCLASSIFIED	0

#### *Buckingham County*

INDUSTRY SECTOR	2002
****TOTAL****	2,909
AGRICULTURE	85
MINING	130
UTILITIES	D
CONSTRUCTION	183
MANUFACTURING	220
TRADE-WHOLESALE	46
TRADE-RETAIL	300
TRANSPORTATION	78
INFORMATION	19
FINANCE/INSURNC	53
REAL ESTATE	19
PROF/TECH SERV	55
MANAGMNT OF COS	D
ADMIN/WASTE SER	17
EDUCATIONAL SER	D
HEALTH CARE	384
ARTS/ENTER/REC	D
ACCOMMDATN/FOOD	56
OTHER SERVICES	97
GOVT TOTAL	1,068
GOVT FEDERAL	34
GOVT STATE	543
GOVT LOCAL	491
UNCLASSIFIED	0

"D" indicates nondisclosed data.

Source: Covered Employment and Wage data, Annualized 2002.



## Employment by Industry

### *Charlotte County*

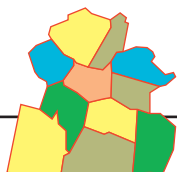
INDUSTRY SECTOR	2002
****TOTAL****	3,235
AGRICULTURE	127
MINING	D
UTILITIES	D
CONSTRUCTION	108
MANUFACTURING	1,086
TRADE-WHOLESALE	49
TRADE-RETAIL	258
TRANSPORTATION	236
INFORMATION	D
FINANCE/INSURNC	D
REAL ESTATE	13
PROF/TECH SERV	30
MANAGMNT OF COS	D
ADMIN/WASTE SER	11
EDUCATIONAL SER	D
HEALTH CARE	233
ARTS/ENTER/REC	19
ACCOMMDATN/FOOD	101
OTHER SERVICES	55
GOVT TOTAL	832
GOVT FEDERAL	55
GOVT STATE	204
GOVT LOCAL	573
UNCLASSIFIED	0

### *Cumberland County*

INDUSTRY SECTOR	2002
****TOTAL****	1,363
AGRICULTURE	90
MINING	D
UTILITIES	D
CONSTRUCTION	198
MANUFACTURING	65
TRADE-WHOLESALE	36
TRADE-RETAIL	249
TRANSPORTATION	75
INFORMATION	D
FINANCE/INSURNC	D
REAL ESTATE	D
PROF/TECH SERV	14
MANAGMNT OF COS	D
ADMIN/WASTE SER	9
EDUCATIONAL SER	D
HEALTH CARE	66
ARTS/ENTER/REC	D
ACCOMMDATN/FOOD	35
OTHER SERVICES	34
GOVT TOTAL	414
GOVT FEDERAL	13
GOVT STATE	50
GOVT LOCAL	351
UNCLASSIFIED	0

"D" indicates nondisclosed data.

Source: Covered Employment and Wage data, Annualized 2002.



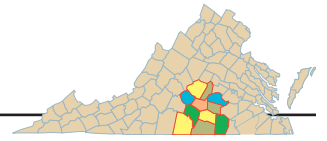
### Employment by Industry

#### *Halifax County*

INDUSTRY SECTOR	2002
****TOTAL****	12,917
AGRICULTURE	76
MINING	D
UTILITIES	D
CONSTRUCTION	607
MANUFACTURING	3,363
TRADE-WHOLESALE	217
TRADE-RETAIL	1,599
TRANSPORTATION	897
INFORMATION	109
FINANCE/INSURNC	171
REAL ESTATE	194
PROF/TECH SERV	143
MANAGMNT OF COS	D
ADMIN/WASTE SER	292
EDUCATIONAL SER	D
HEALTH CARE	1,489
ARTS/ENTER/REC	220
ACCOMMDATN/FOOD	775
OTHER SERVICES	360
GOVT TOTAL	2,127
GOVT FEDERAL	108
GOVT STATE	356
GOVT LOCAL	1,663
UNCLASSIFIED	0

#### *Lunenburg County*

INDUSTRY SECTOR	2002
****TOTAL****	2,772
AGRICULTURE	33
MINING	D
UTILITIES	D
CONSTRUCTION	260
MANUFACTURING	562
TRADE-WHOLESALE	D
TRADE-RETAIL	330
TRANSPORTATION	31
INFORMATION	D
FINANCE/INSURNC	45
REAL ESTATE	D
PROF/TECH SERV	45
MANAGMNT OF COS	D
ADMIN/WASTE SER	25
EDUCATIONAL SER	D
HEALTH CARE	151
ARTS/ENTER/REC	D
ACCOMMDATN/FOOD	47
OTHER SERVICES	117
GOVT TOTAL	857
GOVT FEDERAL	29
GOVT STATE	335
GOVT LOCAL	494
UNCLASSIFIED	0



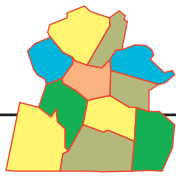
## Employment by Industry

### *Mecklenburg County*

INDUSTRY SECTOR	2002
****TOTAL****	12,889
AGRICULTURE	274
MINING	D
UTILITIES	D
CONSTRUCTION	589
MANUFACTURING	2,260
TRADE-WHOLESALE	203
TRADE-RETAIL	1,700
TRANSPORTATION	507
INFORMATION	180
FINANCE/INSURNC	271
REAL ESTATE	119
PROF/TECH SERV	266
MANAGMNT OF COS	D
ADMIN/WASTE SER	536
EDUCATIONAL SER	D
HEALTH CARE	1,290
ARTS/ENTER/REC	64
ACCOMMDATN/FOOD	1,227
OTHER SERVICES	324
GOVT TOTAL	2,476
GOVT FEDERAL	149
GOVT STATE	724
GOVT LOCAL	1,603
UNCLASSIFIED	0

### *Nottoway County*

INDUSTRY SECTOR	2002
****TOTAL****	6,049
AGRICULTURE	237
MINING	D
UTILITIES	D
CONSTRUCTION	214
MANUFACTURING	808
TRADE-WHOLESALE	92
TRADE-RETAIL	770
TRANSPORTATION	76
INFORMATION	47
FINANCE/INSURNC	127
REAL ESTATE	24
PROF/TECH SERV	53
MANAGMNT OF COS	102
ADMIN/WASTE SER	21
EDUCATIONAL SER	D
HEALTH CARE	484
ARTS/ENTER/REC	12
ACCOMMDATN/FOOD	400
OTHER SERVICES	132
GOVT TOTAL	2,332
GOVT FEDERAL	401
GOVT STATE	1,147
GOVT LOCAL	785
UNCLASSIFIED	0



### Employment by Industry

#### *Prince Edward County*

INDUSTRY SECTOR	2002
****TOTAL****	8,149
AGRICULTURE	49
MINING	D
UTILITIES	D
CONSTRUCTION	348
MANUFACTURING	542
TRADE-WHOLESALE	135
TRADE-RETAIL	1,417
TRANSPORTATION	30
INFORMATION	116
FINANCE/INSURNC	179
REAL ESTATE	113
PROF/TECH SERV	94
MANAGMNT OF COS	D
ADMIN/WASTE SER	130
EDUCATIONAL SER	461
HEALTH CARE	1,408
ARTS/ENTER/REC	D
ACCOMMDATN/FOOD	1,017
OTHER SERVICES	259
GOVT TOTAL	1,770
GOVT FEDERAL	81
GOVT STATE	829
GOVT LOCAL	860
UNCLASSIFIED	0